

# Human Capital Information Model (HCIM)

## Release Notes for Version 6.0 Community Review (CR)

December 12, 2025

The Office of Personnel Management (OPM) Human Resources Line of Business (HR LOB) refreshed the HCIM and made the following changes. Release notes for version 5.5 are also included at the end of this document to include changes that were published to [opm.gov](https://www.opm.gov) in draft form but not sent through GSA's Business Standards Council (BSC).

### Registry

- One new data element added and mapped to the Human Capital Business Reference Model (HCBRM):
  - HCIM ID 20745 Absence Without Pay Hours Pay Period
- Removed deprecated values from previous versions for the following data elements:
  - HCIM ID 10083 FEGLI Basic Life Insurance Benefits Effective Date
  - HCIM ID 12889 FEHB Health Insurance Benefits Insufficient Pay Continuing Coverage Election Rights Notification Date
  - HCIM ID 12934 Human Resource Data Organization Provider Code
  - HCIM ID 14257 Pay as of Date
  - HCIM ID 15580 FEGLI Life Insurance Benefits Enrollment Code
  - HCIM ID 19414 Lump Sum Annual Leave Daily Rate Amount
  - HCIM ID 20076 Retirement Plan Type Code
  - HCIM ID 20129 FEHB Insurance Benefits End Date
  - HCIM ID 20235 Position Title Description Text
  - HCIM ID 20255 Work Classification General Category Code
  - HCIM ID 20318 Credit Reduction Absence Without Pay Pay Period Days
  - HCIM ID 20331 PPL Waiver of FEHB Premiums Indicator
  - HCIM ID 20344 Federal Employees' Group Life Insurance (FEGLI) Life Change Code
  - HCIM ID 20349 Benefits Continuation Federal Employees' Group Life Insurance (FEGLI) Indicator
  - HCIM ID 20353 Leave Hours Accrued Leave Year PP Number
  - HCIM ID 20354 Leave Days Accrued Leave Year PP Number
  - HCIM ID 20376 Identity Employment Document Identifier
  - HCIM ID 20391 State Name Abbreviation
  - HCIM ID 20400 Person Reviewed Application Name
  - HCIM ID 20407 Application Record Status Description Text
  - HCIM ID 20410 Application Veterans Preference Adjudicated
  - HCIM ID 20411 Application Veterans Preference Claimed Code
  - HCIM ID 20413 Assessment Competency Name
  - HCIM ID 20422 Vacancy Position Description Number
- Renamed “Change Log Summary Statistics” tab to “Differences Summary”.
- Updated the Differences Summary tab to include the differences between v6.0 CR and previous versions.

### Domain Values (DVs)

- Added new domain values for each of the following data elements:
  - HCIM ID 10133 Benefits Continuation Termination Insufficient Pay Payment Type Code
  - HCIM ID 10355 Training Sub-Type Code
  - HCIM ID 10362 Training Credit Designation Type Code
  - HCIM ID 10363 Training Credit Type Code
  - HCIM ID 10366 Training Delivery Type Code
  - HCIM ID 10367 Training Purpose Type Code
  - HCIM ID 10368 Training Source Type Code
  - HCIM ID 11289 Pay Plan
  - HCIM ID 11590 Legal Authority
  - HCIM ID 11601 Occupation
  - HCIM ID 11604 Tenure
  - HCIM ID 13107 Current Appointment Authority (1)
  - HCIM ID 13351 Training Travel Indicator
  - HCIM ID 19301 Work Schedule
  - HCIM ID 20477 Rating of Record (Level)
- Removed deprecated values from previous versions for the following deprecated data elements:
  - HCIM ID 10106 FERS Retirement Coverage Determination Code
  - HCIM ID 10107 FEGLI Life Insurance Benefits Reduction Form Code
  - HCIM ID 10358 Training Continued Service Agreement Required Code
  - HCIM ID 10465 Military Service Character of Service Code
  - HCIM ID 11274 Agency Level Code
  - HCIM ID 11391 Senior Pay Level Indicator
  - HCIM ID 12917 Medicare Part D Prescription Drug Benefits Coverage Indicator
  - HCIM ID 12934 Human Resource Data Organization Provider Code
  - HCIM ID 13049 Separation Pay Incentive Paid Indicator
  - HCIM ID 13050 Employee OPF/MRPF Location Code
  - HCIM ID 13090 Performance Rating of Record Level Number
  - HCIM ID 13124 Employee Record Contains Unfavorable Information Indicator
  - HCIM ID 13125 Employee Record Contains Additional Unfavorable Information Code
  - HCIM ID 13317 Training Request Status Code
  - HCIM ID 13328 Person Special Accommodation Indicator
  - HCIM ID 13510 Selective Service Registration Required Indicator
  - HCIM ID 13511 Selective Service System Registration Indicator
  - HCIM ID 13512 Employment Suitability Criminal Conviction, Imprisonment, Probation or Parole Indicator
  - HCIM ID 13513 Military Court-Martial Conviction Indicator
  - HCIM ID 13514 Employment Suitability Current Law Violation Charges Indicator
  - HCIM ID 13515 Employment Suitability Unfavorable Separation or Debarment Indicator
  - HCIM ID 13523 Previous Life Insurance Benefits Waived Code
  - HCIM ID 13524 Previous Life Insurance Benefits Waiver Canceled Code
  - HCIM ID 13569 Prior Service Excessive Absence Without Pay Indicator
  - HCIM ID 13602 FEHB Health Insurance Benefits Court Order Indicator
  - HCIM ID 13611 FEHB Enrollment Supporting Documentation Status Code
  - HCIM ID 13612 SF 2823 Submission Indicator

- HCIM ID 13613 SF 2821 Submission Indicator
- HCIM ID 13614 SF 2818 Submission Indicator
- HCIM ID 13615 SF 2817 Submission Indicator
- HCIM ID 13616 SF 2810 Supporting Documentation Status Code
- HCIM ID 13617 SF 3112 Submission Indicator
- HCIM ID 13618 SF 3102 Submission Indicator
- HCIM ID 13639 Spousal Consent Form Submission Indicator
- HCIM ID 13641 Military Service Deposit Refund Submission Indicator
- HCIM ID 13642 Federal Income Tax Withholding Submission Indicator
- HCIM ID 13645 Standard Form 3116 Submission Indicator
- HCIM ID 13687 SF 2821 Indicator
- HCIM ID 13765 Federal Employees Health Benefits (FEHB) Family Member Other Health Insurance Coverage Indicator
- HCIM ID 13766 Federal Employees Health Benefits (FEHB) Family Member TRICARE Coverage Indicator
- HCIM ID 13839 TSP Primary Beneficiary Foreign Address Indicator
- HCIM ID 13906 Payroll Allotment Action Code
- HCIM ID 13907 Payroll Allotment Rate Amount Action Code
- HCIM ID 13924 Health Insurance Benefits Premium Conversion Request Disapproved Indicator
- HCIM ID 14274 Requested EOD Acceptable Indicator
- HCIM ID 15580 FEGLI Life Insurance Benefits Enrollment Code
- HCIM ID 15588 FEGLI Option C Life Insurance Benefits Election Indicator
- HCIM ID 15589 FEGLI Option A Life Insurance Benefits Election Indicator
- HCIM ID 15592 FEGLI Option B Life Insurance Benefits Election Indicator
- HCIM ID 20013 Federal Service Complete History Indicator
- HCIM ID 20018 Person Lawful Permanent Resident Indicator
- HCIM ID 20020 Person Alien Work Authorization Indicator
- HCIM ID 20050 Retirement Service Credit Payment Frequency Code
- HCIM ID 20052 Retirement Service Credit Payment Indicator
- HCIM ID 20053 Life Insurance Benefits Premium Payment Indicator
- HCIM ID 20057 Highest Previous Position Step Held Code
- HCIM ID 20076 Retirement Plan Type Code
- HCIM ID 20099 Retirement Withholdings Deduction Type Code
- HCIM ID 20131 FEGLI Option A Life Insurance Benefits Retirement Election Code
- HCIM ID 20155 Incentive Nature of Action Code
- HCIM ID 20189 FEHB Health Insurance Benefits Special Population Code
- HCIM ID 20190 Federal Tax Withholding Election 2020 or later Indicator
- HCIM ID 20197 Pay Period Scheduled Week Code
- HCIM ID 20198 Pay Period Scheduled Weekday Code
- HCIM ID 20199 Pay Period Scheduled Shift per Weekday Code
- HCIM ID 20255 Work Classification General Category Code
- HCIM ID 20288 Paid Parental Leave (PPL) Agreement Obligation Waived Indicator
- HCIM ID 20289 Paid Parental Leave (PPL) Waiver of FEHB Premiums Indicator
- HCIM ID 20344 Federal Employees' Group Life Insurance (FEGLI) Life Change Code
- HCIM ID 20349 Benefits Continuation Federal Employees' Group Life Insurance (FEGLI) Indicator

- HCIM ID 20351 Medicare Coverage Code
  - HCIM ID 20352 Insurance Coverage Other Than Medicare
- Added a new column named “Status” to indicate if a domain value is current or past based on start and end dates. All domain values were consolidated to one tab and can be sorted by the Status column to view current or past values.
- Renamed “Change Log Summary Statistics” tab to “Differences Summary”.
- Updated the Differences Summary tab to include the differences between v6.0 CR and previous versions.

## Systems and Forms Mapping

- The format of the Systems and Forms Mapping was converted into a single row for each Section/Block combination and notes were appended for additional related HCIM IDs for the following EHRI and eOPF data feeds/forms.
  - EHRI HR Dynamics
  - EHRI HR Status
  - EHRI Payroll
  - EHRI Training
  - eOPF Data Feed DG60 Federal Employee Health Benefits (FEHB) Premium Conversion Form
  - eOPF Data Feed SF2809 Health Benefits Election Form
  - eOPF Data Feed SF2810 Notice of Change in Health Benefits Enrollment Form
  - eOPF Data Feed SF2817 Life Insurance Election FEGLI Form
  - eOPF Data Feed SF50 Notification of Personnel Action Form
  - eOPF Data Feed SF52 Request for Personnel Action Form
  - eOPF Data Feed TSP1 Thrift Savings Plan Election Form
  - eOPF EDF Employee Data Feed
- Added new mappings for the following eOPF data feeds/forms:
  - eOPF Data Feed AO250 Notification of Personnel Action Form
  - eOPF Data Feed AO52 Request for Personnel Action Form
  - eOPF Data Feed DA3434 Notification of Personnel Action Non-Appropriated Funds Employee Form
  - eOPF Data Feed NAF52 Request for Personnel Action Non-Appropriated Funds Employee Form
  - eOPF Data Feed SI650 Notification of Personnel Action Form
- Removed the mappings to the following obsolete forms:
  - TSP3 Designation of Beneficiary
  - TSP20 Thrift Savings Plan Loan
  - TSP76 Financial Hardship In-Service Withdrawal Request
  - OPM Form RI1628 Authorization for Direct Payments

## HCIM v5.5 Draft

Note: The HR LOB reviewed Executive Orders issued through November 30, 2025, and additional updates are captured below the header “Updates Related to Recent Executive Orders” within each product section.

### Registry

- 93 new data elements added:
  - These range sequentially from HCIM ID 20649 (Date) to HCIM ID 20741 (SSA Notice of Award/Denial Attached Indicator)
  - A full list of these new data elements is contained within the Appendix of this document
- Made the following minor updates to ensure the information provided was current:
  - Business Names for 3 data elements
  - Business Definitions for 22 data elements
  - Representation Term for 1 data element
  - Example Values for 21 data elements
  - Statutory Reference for 1 data element
- Deprecated four duplicate data elements:
  - HCIM ID 20413 (Assessment Competency Name):
    - Addressed by HCIM ID 20417 (Assessment Competency Title Text). HCIM ID 20413 is duplicative.
  - HCIM ID 20354 (Leave Days Accrued Leave Year PP Number):
    - Addressed by HCIM ID 19340 (Leave Days Accrued YTD Number). HCIM ID 20354 is duplicative.
  - HCIM ID 20353 (Leave Hours Accrued Leave Year PP Number):
    - Addressed by HCIM ID 19339 (Leave Hours Accrued YTD Number). HCIM ID 20353 is duplicative.
  - HCIM ID 20076 (Retirement Plan Type Code):
    - Addressed by HCIM ID 10089 (Retirement Plan Code). HCIM ID 20076 is duplicative.
- Reactivated one data element that had previously been deprecated:
  - HCIM ID 20244 (Agency Use Code Text)
- Updates Related to Recent Executive Orders
  - Updated Business Definition for HCIM ID 11569 (Person Sex Code) to “The code that identifies a person’s sex.”

## Domain Values (DVs)

- New Domain Values for the Deferred Resignation Program and Return to In-Person Work can be found in the Registry’s External DV Reference column for HCIM ID 10080 (Nature of Action Legal Authority 2 Code)
- Added domain values for each of the following data elements:
  - 7 new domain values for HCIM ID 12892 (Address Type Code)
  - 5 new domain values for HCIM ID 15600 (Person Type Code)
  - 2 new domain value for HCIM ID 20399 (Application Completed Indicator)
  - 73 new domain values for HCIM ID 20650 (Date and Timestamp Type Code)
  - 8 new domain values for HCIM ID 20654 (Announcement Status Code)
  - 5 new domain values for HCIM ID 20656 (Eligibles Certificate Type Code)
  - 19 new domain values for HCIM ID 20659 (Hiring Path Code)
  - 5 new domain values for HCIM ID 20660 (Time-to-Hire Type Code)
  - 2 new domain values for HCIM ID 20662 (Vacancy Type Code)
  - 2 new domain values for HCIM ID 20663 (Vacancy ACWA Position Indicator)
  - 4 new domain values for HCIM ID 20664 (Vacancy Status Code)
  - 4 new domain values for HCIM ID 20666 (New Hire Record Status Code)
  - 4 new domain values for HCIM ID 20667 (Employment System Job Status Code)
  - 2 new domain values for HCIM ID 20668 (Application Reviewed Indicator)
  - 2 new domain values for HCIM ID 20669 (Application Re-Rated Indicator)
  - 2 new domain values for HCIM ID 20674 (Announcement Questionnaire Item Required Indicator)
  - 2 new domain values for HCIM ID 20675 (Announcement Questionnaire Item Screen-Out Indicator)
  - 6 new domain values for HCIM ID 20679 (Announcement/Assessment Response Type Code)
  - 2 new domain values for HCIM ID 20682 (Assessment Required Indicator)
  - 5 new domain values for HCIM ID 20683 (Assessment Type Code)
  - 5 new domain values for HCIM ID 20684 (Assessment Questionnaire Category Code)
  - 6 new domain values for HCIM ID 20686 (Assessment Manual Category Code)
  - 18 new domain values for HCIM ID 20687 (Assessment Manual Sub-Category Code)
  - 2 new domain values for HCIM ID 20688 (Assessment Rating Method Code)
  - 2 new domain values for HCIM ID 20690 (Assessment Item Screen-Out Indicator)
  - 2 new domain values for HCIM ID 20691 (Assessment Rating Indicator)
  - 2 new domain values for HCIM ID 20695 (Assessment Equal Weighting Indicator)
  - 8 new domain values for HCIM ID 20697 (Assessment Item Rating Scale Code)
  - 2 new domain values for HCIM ID 20698 (Assessment Item Required Indicator)
  - 2 new domain values for HCIM ID 20704 (Assessment Scores Standardized Indicator)
  - 2 new domain values for HCIM ID 20716 (Assessment Battery Cutpoint Indicator)
  - 2 new domain values for HCIM ID 20717 (Assessment ACWA Indicator)
  - 2 new domain values for HCIM ID 20718 (Assessment Hurdles Indicator)
  - 2 new domain values for HCIM ID 20721 (Application Confirmation Message Indicator)
  - 2 new domain values for HCIM ID 20724 (Application Disability Omitted Indicator)
  - 2 new domain values for HCIM ID 20727 (Assessment Hurdle Float Indicator)
  - 2 new domain values for HCIM ID 20730 (Assessment Hurdle Veterans' Preference Indicator)

- 2 new domain values for HCIM ID 20732 (Assessment Hurdle Cutpoint Method Code)
- 3 new domain values for HCIM ID 20734 (Assessment Scoring Method Code)
- 2 new domain values for HCIM ID 20735 (Assessment Rating Combination Indicator)
- 2 new domain values for HCIM ID 20736 (JOA Review Includes Assessment Indicator)
- 2 new domain values for HCIM ID 20737 (Assessment Package Status Code)
- 2 new domain values for HCIM ID 20738 (Assessment Competency Source Code)
- 2 new domain values for HCIM ID 20740 (Applied for SSA Benefits Indicator)
- 2 new domain values for HCIM ID 20741 (SSA Notice of Award/Denial Attached Indicator)
- Deprecated all domain values for HCIM ID 20076 (Retirement Plan Type Code)
- Updates Related to Recent Executive Orders
  - Removed domain value “X” from HCIM ID 11569 (Person Sex Code)
  - Removed domain value “012” from HCIM ID 11588 (Nature of Action Code)
  - Removed all domain values associated with the following data elements:
    - HCIM ID 11124 (Agency Subelement Code)
    - HCIM ID 13080 (Employee Instructional Program Code)
    - HCIM ID 20520 (Performance Element Competencies Government-wide SL-ST Code)

## Systems and Forms Mapping

- Reviewed and fully re-mapped the following two forms:
  - SF50 (Notification of Personnel Action)
  - SF52 (Request for Personnel Action)
- Reviewed all existing and added new USA Staffing mappings:
  - There are now 1878 rows of USA Staffing mappings within the HCIM Systems and Forms Mapping
  - Some USA Staffing data elements map to multiple HCIM data elements, such that one USA Staffing data element may have multiple rows associated with it in the Systems and Forms Mapping product
- Updated 8 mappings from HCIM ID 20076 (Retirement Plan Type Code) to HCIM ID 10089 (Retirement Plan Code) to account for deprecating HCIM ID 20076 (Retirement Plan Type Code)
- Updated the ‘Notes’ field for 8 mappings associated with HCIM ID 20181 (Pay Code) to reference the correct domain value associated with each mapping
- Updated 10 mappings from HCIM ID 15596 (Salary Total Pay Amount) to the following data elements:
  - 7 mappings updated to HCIM ID 11374 (Salary Total Pay Rate)
  - 2 mappings updated to HCIM ID 12943 (Total Retirement Creditable Basic Pay Rate)
  - 1 mapping updated to HCIM ID 12955 (Payroll Summary Year Retirement Creditable Earnings Amount)
- Updated 3 mappings to reflect new Business Names for the following data elements:
  - 2 mappings for HCIM ID 15596 (Salary Total Pay Amount)
  - 1 mapping for HCIM ID 13987 (Prior Leave Year Ending Date)
- Updated 2 mappings from HCIM ID 13016 (Retirement Direct Deposit Indicator) to:
  - HCIM ID 20740 (Applied for SSA Benefits Indicator)
  - HCIM ID 20741 (SSA Notice of Award/Denial Attached Indicator)
- Updated 2 mappings from HCIM ID 11374 (Salary Total Pay Rate) to:

- HCIM ID 15596 (Salary Total Pay Amount)
- HCIM ID 19331 (Taxable Wages YTD Amount)
- Added 19 new rows for additional mappings to the following systems:
  - 10 rows added to EHRI HR Dynamics:
    - 4 new mappings to HCIM ID 11295 (Basic Pay Rate)
    - 4 new mappings to HCIM ID 11296 (Adjusted Basic Pay Rate)
    - 2 new mappings to HCIM ID 11383 (Special Pay Table Code)
  - 5 new rows added to EHRI HR Status:
    - 2 new mappings to HCIM ID 11295 (Basic Pay Rate)
    - 2 new mappings to HCIM ID 11296 (Adjusted Basic Pay Rate)
    - 1 new mapping to HCIM ID 11383 (Special Pay Table Code)
  - 4 new rows added to EHRI Payroll:
    - 2 new mappings to HCIM ID 19378 (Pay Pay Period Amount)
    - 2 new mappings to HCIM ID 19379 (Pay YTD Amount)

## Appendix

The list below contains the 93 data elements that were added to the Registry for this release.

- 20649 (Date)
- 20650 (Date and Timestamp Type Code)
- 20651 (Timestamp)
- 20652 (Announcement Number)
- 20653 (Announcement Released Indicator)
- 20654 (Announcement Status Code)
- 20655 (Employment System Announcement Control Number)
- 20656 (Eligibles Certificate Type Code)
- 20657 (Announcement Location Openings Text)
- 20658 (Announcement Total Openings Text)
- 20659 (Hiring Path Code)
- 20660 (Time-to-Hire Type Code)
- 20661 (Vacancy Number)
- 20662 (Vacancy Type Code)
- 20663 (Vacancy ACWA Position Indicator)
- 20664 (Vacancy Status Code)
- 20665 (Position Specialty Title Text)
- 20666 (New Hire Record Status Code)
- 20667 (Employment System Job Status Code)
- 20668 (Application Reviewed Indicator)
- 20669 (Application Re-Rated Indicator)
- 20670 (Announcement Application Limit Number)
- 20671 (Announcement Application Limit Indicator)
- 20672 (Announcement Maximum Salary Rate)
- 20673 (Announcement Minimum Salary Rate)
- 20674 (Announcement Questionnaire Item Required Indicator)
- 20675 (Announcement Questionnaire Item Screen-Out Indicator)
- 20676 (Announcement Questionnaire Item Title Text)
- 20677 (Announcement Questionnaire Item Identifier)

- 20678 (Announcement Questionnaire Item Text)
- 20679 (Announcement/Assessment Response Type Code)
- 20680 (Announcement/Assessment Response Option Text)
- 20681 (Announcement Questionnaire Response Text)
- 20682 (Assessment Required Indicator)
- 20683 (Assessment Type Code)
- 20684 (Assessment Questionnaire Category Code)
- 20685 (Assessment Questionnaire Other Details Text)
- 20686 (Assessment Manual Category Code)
- 20687 (Assessment Manual Sub-Category Code)
- 20688 (Assessment Rating Method Code)
- 20689 (Assessment Title Text)
- 20690 (Assessment Item Screen-Out Indicator)
- 20691 (Assessment Rating Indicator)
- 20692 (Assessment Package Identifier)
- 20693 (Assessment Identifier)
- 20694 (Assessment Item Identifier)
- 20695 (Assessment Equal Weighting Indicator)
- 20696 (Assessment Item Order Number)
- 20697 (Assessment Item Rating Scale Code)
- 20698 (Assessment Item Required Indicator)
- 20699 (Assessment Item Title Text)
- 20700 (Assessment Item Text)
- 20701 (Assessment Response Text)
- 20702 (Assessment Response Base Value Number)
- 20703 (Assessment Response Weighted Value Number)
- 20704 (Assessment Scores Standardized Indicator)
- 20705 (Assessment Max Raw Score Number)
- 20706 (Assessment Min Raw Score Number)
- 20707 (Assessment Passing Raw Score Number)
- 20708 (Assessment Raw Score Number)
- 20709 (Assessment Transmuted Score Number)
- 20710 (Assessment Max Z-Score Number)
- 20711 (Assessment Min Z-Score Number)
- 20712 (Assessment Cutpoint Number)
- 20713 (Assessment Battery Identifier)
- 20714 (Assessment Battery Title Text)
- 20715 (Assessment Battery Transmuted Score Number)
- 20716 (Assessment Battery Cutpoint Indicator)
- 20717 (Assessment ACWA Indicator)
- 20718 (Assessment Hurdles Indicator)
- 20719 (Applicant Notification of Results Message Code)
- 20720 (Application Confirmation Message Text)
- 20721 (Application Confirmation Message Indicator)
- 20722 (Application Disability Indicator)
- 20723 (Application Lowest Acceptable Grade Number)

- 20724 (Application Disability Omitted Indicator)
- 20725 (Assessment Hurdle Name Text)
- 20726 (Assessment Hurdle Order Number)
- 20727 (Assessment Hurdle Float Indicator)
- 20728 (Assessment Hurdle Augmented Score Number)
- 20729 (Assessment Hurdle Transmuted Score Number)
- 20730 (Assessment Hurdle Veterans' Preference Indicator)
- 20731 (Assessment Hurdle Cutpoint Number)
- 20732 (Assessment Hurdle Cutpoint Method Code)
- 20733 (Assessment Category Final Rating Cutpoint Number)
- 20734 (Assessment Scoring Method Code)
- 20735 (Assessment Rating Combination Indicator)
- 20736 (JOA Review Includes Assessment Indicator)
- 20737 (Assessment Package Status Code)
- 20738 (Assessment Competency Source Code)
- 20739 (Assessment Screen-Out Name Text)
- 20740 (Applied for SSA Benefits Indicator)
- 20741 (SSA Notice of Award/Denial Attached Indicator)