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FORWARD

The Human Resources Database (HRDB) is a relational database consisting of multiple tables containing information about the human resources of the National Institutes of Health (NIH). One of the most important of these tables is the Master Table. This table includes various data elements about every NIH employee. The table is structured like a series of snapshots, with each frame representing the state of employee data at that point in time. During the period from fiscal 1982 through fiscal 1991, these snapshots were taken at the end of each fiscal year. Beginning in fiscal 1992, these snapshots were taken at the end of each biweekly pay period. Another important table is the Transaction Table. This table contains data associated with every personnel action taken on NIH employees. Transactions are stored in the table according to the date when they were made effective. The table includes all transaction effected since fiscal 1983. The HRDB also includes various auxiliary tables. For example, there are numerous look-up tables that provide a method for converting coded data such as occupational series codes, or nature of action codes, into their English definitions. Ultimately, the HRDB will include comprehensive data about the entire spectrum of NIH workers.

The HRDB also offers a data entry facility for entering supplement data about NIH employee, and an ad-hoc query facility for generating reports from the database. If you are interested in learning more about these additional facility, please contact the Division of Human Resources System.

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MASTER TABLE ELEMENTS DEFINITIONS

ELEMENT NAME   :   ACADEMIC DISCIPLINE

DB2 Column Name : ACAD_DISC

Definition: See Appendix A, Code Chart 2 (definitions of coding)

        A code indicating the major field of study for the degree recorded in Doctorate Degree fields (1) and (2).

Lookup table: AGC1PST.INSTPRG

ELEMENT NAME   :   ORGANIZATION CODE

DB2 Column Name : ADM_CD

Definition: A code that defines the organizational component to which the employee is assigned. If applicable, a dash (-) is also permitted.   For the most recent organizational codes contact OHRM for an updated Administrative codes listing.

ELEMENT NAME   :   ANNUITANT INDICATOR CODE

DB2 Column Name : ANN_IND_CD

Definition: See Appendix A, Code Chart 3 (definitions of coding)

        A code which identifies employees who are receiving an annuity from the Civil Service Retirement System and/or the armed services.

Lookup Table: See Appendix C, AGC1PST.ANNIND

ELEMENT NAME   :   SALARY ANNUAL RATE

DB2 Column Name : ANN_SLRY_RTE

Definition: Annual Salary Rate

ELEMENT NAME : APPOINTMENT NUMBER

DB2 Column Name : APPT_NO

**Definition: A number assigned by TDCS for each accession input
which identifies the appointments an employee holds.
Also identifies one or more appointments held by
experts, consultants, and members. Employees other
than experts, consultants, and members are assigned 00.
Each appointment of an expert, consultant, and member
are consecutively   numbered 01-10 when the
appointment(s) are input.**

ELEMENT NAME : AWARD DATE 1

DB2 Column Name : AWD_DTE1

**Definition: This field contains one of the four most recent
award dates an employee may receive.**

ELEMENT NAME : AWARD DATE 2

DB2 Column Name : AWD_DTE2

**Definition: This field contains one of the four most recent
award dates an employee may receive.**

ELEMENT NAME : AWARD DATE 3

DB2 Column Name : AWD_DTE3

**Definition: This field contains one of the four most recent
award dates an employee may receive.**

ELEMENT NAME   :   AWARD DATE 4

DB2 Column Name : AWD_DTE4

Definition: This field contains one of the four most recent award dates an employee received.

ELEMENT NAME   :   AWARD TYPE 1

DB2 Column Name : AWD_TYP1

Definition: See Appendix A, Code Chart 1 (definitions of coding)

This Award type contains one of the four most recent awards an employee received.

Lookup Table: See Appendix C, AGC1PST.AWARDS

ELEMENT NAME   :   AWARD TYPE 2

DB2 Column Name : AWD_TYP2

Definition: See Appendix A, Code Chart 1 (definitions of coding)

This Award type contains one of the four most recent awards an employee received.

Lookup Table: See Appendix C, AGC1PST.AWARDS

ELEMENT NAME   :   AWARD TYPE 3

DB2 Column Name : AWD_TYP3

Definition: See Appendix A, Code Chart 1 (definitions of coding)

This Award type contains one of the four most recent awards an employee received.

Lookup Table: See Appendix C, AGC1PST.AWARDS

ELEMENT NAME : AWARD TYPE 4

 DB2 Column Name : AWD_TYP4

 Definition: See Appendix A, Code Chart 1 (definitions of coding)

   **This Award type contains one of the four most recent
   awards an employee received.**

 Lookup Table: See Appendix C, AGC1PST.AWARDS

 ELEMENT NAME   : BACHELORS DEGREE FLD

 DB2 Column Name : BACH_DGR_FLD

 Definition: See Appendix A, Code Chart 2 (definitions of coding)

   Type of bachelors degree held.

 ELEMENT NAME   : BACHELORS DEGREE YEAR

 DB2 Column Name : BACH_DGR_YR

 Definition: Year bachelors degree was received.

 ELEMENT NAME   : BASIC PAY ENTRY DATE

 DB2 Column Name : BPE_DTE

 **Definition: This data item is applicable to Commissioned Corps
   employees only.   It reflects the month, day, and year
   that creditable service started for the purpose of
   establishing the officer's initial rate of basic pay
   within his/her grade, and is the basis for subsequent
   within-grade pay increases.**

ELEMENT NAME : BARGAINING UNIT STATUS CODE

DB2 Column Name : BRG_UNT_CD

Definition: See Appendix A, Code Chart 4 (definitions of coding)

A four-character code which indicates the status of the position which the employee occupies, that is whether the incumbent of the position is eligible and represented, eligible but not represented, or ineligible for inclusion in a bargaining unit.

Labor Relations Officer = Eligible and represented

Lookup Table: See Appendix C, AGC1PST.BARG

ELEMENT NAME : BASE HOURS

DB2 Column Name : BSE_HRS

Definition: A two-character numeric code showing the total number of regularly scheduled hours of duty per pay period (e.g. 80).

ELEMENT NAME : COMMON ACCOUNT NUMBER

DB2 Column Name : CAN

Definition: A seven-character accounting identification   number associated with the appropriation under which funds have been allotted for a position. The CAN is composed of 1) Agency Code; 2) Accounting Point; 3) CAN serial to identify a specific organization or functional unit. Contents of the CAN is determined by the Institute's Fiscal Officer or Budget Office (who has in turn coordinated the assignment of specific CAN's with the agency financial management office).

ELEMENT NAME : CAREER START DATE

DB2 Column Name : CAR_STRT_DTE

Definition: The month, day, and year from which continuous creditable federal service begins.

ELEMENT NAME : CEILING EXEMPT CODE

DB2 Column Name : CEIL_EX_CD

Definition: See Appendix A, Code Chart 5 (definitions of coding)

A code that identifies a specific group of employees for ceiling reporting purposes.

Lookup Table: See Appendix C, AGC1PST.CEIL

ELEMENT NAME : CIDB LAST CHANGED

DB2 Column Name : CIDB_LST_CHNGD

Definition: No definition found for data item.

ELEMENT NAME : CITIZENSHIP CODE

DB2 Column Name : CIT_CD

Definition: A code indicating whether the employee is or is not a U.S. citizen.

1 = U.S. citizen
8 = Other

Lookup Table: See Appendix C, AGC1PST.CITIZEN

ELEMENT NAME : COMPETITIVE LEVEL CODE (DHHS)

DB2 Column Name : COMP_LVL_DHHS

Definition: A four-character code identifying all jobs in a competitive area which are so similar in important aspects that the agency can move an employee from one job to another without significant training.

ELEMENT NAME : CREDITABLE SERVICE ENTRY DATE

DB2 Column Name : CRD_SRV_ENT_DTE

Definition: This data item is applicable to Commissioned Corps employees only.   It reflects the month, day, and year that collegiate education and postgraduate training and experience are considered by the Public Health Service to be professionally qualifying.

ELEMENT NAME : CORPS CATEGORY CODE

DB2 Column Name : CRPS_CAT_CD

Definition: See Appendix A, Code Chart 7 (definitions of coding)

A two-character numeric code, applicable to Commissioned Corps personnel, that describes the officer's field of occupation.

Lookup Table: See Appendix C, AGC1PST.COCAT

ELEMENT NAME : CORPS STATUS CODE

DB2 Column Name : CRPS_STAT_CD

Definition: See Appendix A, Code Chart 6 (definitions of coding)

A two-character numeric code, applicable to
Commissioned Corps personnel, that describes the
officer's regular or reserve status.

Lookup Table: See Appendix C, AGC1PST.COSTAT

ELEMENT NAME : CSC FUNCTIONAL CODE

DB2 Column Name : CSC_FNT_CD

Definition: See Appendix A, Code Chart 8 (definitions of coding)

This field indicates employees who are in scientific
and engineering fields.

Lookup Table: See Appendix C, AGC1PST.CSCFUNC

ELEMENT NAME : CURRENT POSITION START DATE

DB2 Column Name : *CUR_POS_STRT_DTE

**Definition: A system-generated date that identifies the latest
position movement of the employee.**

ELEMENT NAME : DEGREE YEAR

DB2 Column Name : DGR_YR

Definition: The year of employee's most recent degree held.

*This is a generated data element; see appendix on these items.

ELEMENT NAME : DATE OF BIRTH

DB2 Column Name : DOB

Definition: The month, day, an year in which an employee was
born.

ELEMENT NAME : DOCTORATE DEGREE FIELD 1

DB2 Column Name : DOC_DGR_FLD1

Definition: See Appendix A, Code Chart 2 (definitions of coding)

A code indicating the major field of study for the
degree held.

ELEMENT NAME : DOCTORATE DEGREE TYPE 1

DB2 Column Name : DOC_DGR_TYP1

Definition: See Appendix A, Code Chart 9 (definitions of coding)

Applies to all pay-plans except employees under EE, EG,
and EI who work on an intermittent basis, and all under
the SV pay-plan. Code doctorate type according to the
doctorate title.

Lookup Table: See Appendix C, AGC1PST.DOCTYP

ELEMENT NAME : DOCTORATE DEGREE YEAR 1

DB2 Column Name : DOC_DGR_YR1

Definition: The year that doctorate type (1) was received.

ELEMENT NAME   :   DRUG DESIGNATOR POSITION

DB2 Column Name : DRUG_POS

**Definition: A code designated for those employees cited for drug
                testing.**

      A = Presidential Appointment
      B = Top Secret Clearance
      C = Police Officers
      D = Motor Vehicle Operators
      Y = Yes
Lookup Table: See Appendix C, AGC1PST.DRUG

ELEMENT NAME   :   EMPLOYEE CITY/STATE

DB2 Column Name : EMP_CITY_ST

Definition: The City/State in which the employee resides.

ELEMENT NAME   :   EMPLOYEE FIRST NAME

DB2 Column Name : EMP_FNAME

Definition: First name of individual employee.

ELEMENT NAME   :   EMPLOYEE LAST NAME

DB2 Column Name : EMP_LNAME

Definition: Last name of individual employee.

ELEMENT NAME : EMPLOYEE MIDDLE INITIAL

DB2 Column Name : EMP_MI

Definition: Middle initial of individual employee.

ELEMENT NAME : EMPLOYEE RESIDENCE LOCATION CODE

DB2 Column Name : EMP_RES_LOC_CD

**Definition: A nine-character alphanumeric code representing the
official duty station (state, city and county) of the
employee. See GSA Handbook of Geographical Location
Codes.**

ELEMENT NAME : EMPLOYEE STREET ADDRESS

DB2 Column Name : EMP_STR_ADD

**Definition: The street address at which the employee resides. This
could include a post office box number; mailbox number;
rural route number; or house number and street name.**

ELEMENT NAME : EMPLOYEE ZIP CODE

DB2 Column Name : EMP_ZIP_CD

Definition: The employee's residential zip code.

ELEMENT NAME : ENTRY ON DUTY DATE (DHHS)

DB2 Column Name : EOD_DHHS

Definition: Month, day, and year on which the employee completes the necessary paperwork and is sworn in as an employee of DHHS.

ELEMENT NAME : EOD FIRST LEGAL AUTHORITY CODE

DB2 Column Name : EOD_FRST_LAC

Definition: A three-character alpha/numeric code which identifies the primary law, executive order, regulation or agency directive under which the personnel action is taken.

ELEMENT NAME : EOD FIRST NATURE OF ACTION CODE

DB2 Column Name : EOD_FRST_NOA

Definition: No definition found for data item.

ELEMENT NAME : ENTRY ON DUTY DATE (NIH)

DB2 Column Name : *EOD_NIH

Definition: Month, day, and year on which the employee completes the necessary paperwork and is sworn in as an employee of NIH.

*This is a generated data element; see appendix on these items.

ELEMENT NAME : EOD SECOND LEGAL AUTHORITY CODE

DB2 Column Name : EOD_SEC_LAC

Definition: A three-character alpha/numeric code which identifies
the secondary law, executive order, regulation or
agency directive under which the personnel action is
taken.

ELEMENT NAME : EPMS DATE (1)

DB2 Column Name : EPMS_DTE1

Definition: The month, day, year an employee was last rated.   For
merit pay employees, the month and day will be "0930".
For employees covered under EPMS, the month and day
will be "1231".

ELEMENT NAME : EPMS DATE (2)

DB2 Column Name : EPMS_DTE2

Definition: The prior month, day, year an employee was rated.   The
most current rating date will be in EPMS Date (1). For
merit pay employees, the month and day will be "0930".
For employees covered under EPMS, the month and day
will be "1231".

ELEMENT NAME : EPMS DATE (3)

DB2 Column Name : EPMS_DTE3

Definition: The latest month, day, year an employee was last rated.
For merit pay employees, the month and day will be
"0930". For employees covered under EPMS, the month
and day will be "1231".

ELEMENT NAME   :   EPMS RATING (1)

DB2 Column Name : EPMS_RTE1

Definition: A one-character code indicating the employee
**   performance rating as of the end of the last rating**
**   period.**

  codes: A = Outstanding   1 = Unacceptable
       D = Excellent   2= Level between fully successful & unacceptable
       G = Satisfactory   3 = Fully successful or equivalent
       K = Minimally Satisfactory   4 = Level between outstanding & fully successful
       N = Unsatisfactory   5 = Outstanding or equivalent
       X = Excluded from coverage
       Z = Exclusion

Lookup Table: See Appendix C, AGC1PST.EPMSRTE

ELEMENT NAME   : EPMS RATING (2)

DB2 Column Name : EPMS_RTE2

Definition: A one-character code indicating the prior employee
**   performance rating as of the end of the prior rating**
**   period.**

  codes: A = Outstanding   1 = Fail
       D = Excellent   2 = Pass
       G = Satisfactory
       K = Minimally Satisfactory
       N = Unsatisfactory
       X = Excluded from coverage

Lookup Table: See Appendix C, AGC1PST.EPMSRTE

ELEMENT NAME : EPMS RATING (3)

DB2 Column Name : EPMS_RTE3

Definition: A one-character code indicating the latest employee performance rating as of the end of the latest rating period.

codes:	A = Outstanding	1 = Fail
	D = Excellent	2 = Pass
	G = Satisfactory	
	K = Minimally Satisfactory	
	N = Unsatisfactory	
	X = Excluded from coverage	

Lookup Table: See Appendix C, AGC1PST.EPMSRTE

ELEMENT NAME : FEDERAL EMPLOYEE GROUP LIFE INSURANCE (FEGLI)

DB2 Column Name : FEGLI_CD

Definition: See Appendix A, Code Chart 11 (definitions of coding)

A code showing the option an employee has elected for the Federal Employees Group Insurance program. This code no longer used after 02/12/2000.

Lookup Table: See Appendix C, AGC1PST.FEGLI

ELEMENT NAME : FED EMPLOYEE GROUP LIFE INSURANCE (NEW) (FEGLI)

DB2 Column Name : FEGLI_CD_NEW

Definition: See Appendix A, Code Chart 11 (definitions of coding)

A code showing the option an employee has elected for the Federal Employees Group Insurance program. This is the new 2 digit FEGLI code to be used starting with pay-period 02/12/2000.

ELEMENT NAME : FED EMPLY HLTH BEN ASSOC (FEHBA)

DB2 Column Name : FEHBA_CD

**Definition: A code used to identify the type of health benefits
enrollment. (The first two digits identify the plan
and the third digit identifies the option and type of
enrollment.**

Lookup Table: See Appendix C, AGC1PST.FEHBA

ELEMENT NAME : FILLING POSITION CODE

DB2 Column Name : FILL_POS

Definition: See Appendix A, Code Chart 10 (definitions of coding)

**A code which shows the relationship between   the
provisions of the Merit Promotion Program and
the employee placed in a new or different position.**

Lookup Table: See Appendix C, AGC1PST.FILL

ELEMENT NAME : FAIR LABOR STANDARDS ACT CODE

DB2 Column Name : FLSA_CD

**Definition: A code that indicates whether an employee is exempt
(not covered) or nonexempt (covered by) the Fair Labor
Standards Act.**

**Code: E   Exempt
           N   Non-Exempt**

Lookup Table: See Appendix C, AGC1PST.FLSA

ELEMENT NAME : FURLOUGH END DATE

DB2 Column Name : FURL_END_DTE

Definition: The month, day, and year that a furlough with a
             specific time limitation ends.

ELEMENT NAME : GRADE

DB2 Column Name : GR

Definition: A two-digit field indicating the numerical level or
             grade of a position. Data item contains current data.

ELEMENT NAME : HIGHEST EDUCATION LEVEL

DB2 Column Name : HI_ED_LVL

Definition: See Appendix A, Code Chart 12 (definitions of coding)

         The highest level of formal education attained.

Lookup Table: See Appendix C, AGC1PST.HIEDLVL

ELEMENT NAME : HANDICAP CODE

DB2 Column Name : HND_CD

Definition: See Appendix A, Code Chart 13 (definitions of coding)

         A code representing a physical or mental disability
         that is reported voluntarily by the employee.

Lookup Table: See Appendix C, AGC1PST.HAND

ELEMENT NAME : HOURLY RATE

DB2 Column Name : HRLY_RTE

Definition: Employees hourly rate of pay.

ELEMENT NAME : HOURS LIMIT

DB2 Column Name : HRS_LMT

**Definition: The total number of hours an employee may work in
one or more appointments in the same agency under
the same authority.**

ELEMENT NAME : ICD INITIALS

DB2 Column Name : *ICD

**Definition: This Field is for the I/C/D initials of each
organization at the NIH.**

ELEMENT NAME : LOCATION CODE (DUTY STATION)

DB2 Column Name : LOC_CD_DUTSTAT

**Definition: A nine-character alpha/numeric code representing the
official duty station (state, city and county) of the
employee. See GSA Handbook of Geographical location
codes.**

*This is a generated data element; see appendix on these items.

ELEMENT NAME : LAST EQUIVALENT INCREASE

DB2 Column Name : LST_EQV_INCR

**Definition: The month, day, and year of the employee's last
equivalent increase as a result of WGI, promotion, or
accession.**

ELEMENT NAME : LATEST NOA CODE

DB2 Column Name : LST_NOA_CD

**Definition: The Nature of Action Code for an employee's latest
action.**

ELEMENT NAME : LAST PROMOTION

DB2 Column Name : *LST_PROM

Definition: Date of last promotion held.

ELEMENT NAME : LATEST CSC LEGAL AUTHORITY CODE 1

DB2 Column Name : LTST_CSC_LAC1

**Definition: A three-character alpha/numeric code which identifies
the primary law, executive order, regulation or agency
directive under which the personnel action is taken.**

*This is a generated data element; see appendix on these items.

ELEMENT NAME : LATEST CSC LEGAL AUTHORITY CODE 2

DB2 Column Name : LTST_CSC_LAC2

Definition: **A three-character alpha/numeric code which identifies the secondary law, executive order, regulation or agency directive under which the personnel action is taken.**

ELEMENT NAME : LATEST NOA DATE

DB2 Column Name : LTST_NOA_DTE

Definition: **The effective date of an employee's latest action.**

ELEMENT NAME : LEAVE CATEGORY

DB2 Column Name : LV_CAT

Definition: **The amount of annual leave that a civil service employee earns per pay period. This code is generated from the service computation date. Codes are as follows:**

> **Codes: 0 = Does not earn leave.**
> **4 = Earns 4 hours per pay period.**
> **6 = Earns 6 hours per pay period.**
> **8 = Earns 8 hours per pay period.**

Lookup Table: See Appendix C, AGC1PST.LEAVE

ELEMENT NAME : LEAVE WITHOUT PAY EXPIRATION DATE

DB2 Column Name : LWOP_EXP_DTE

Definition: **The month, day, and year that leave without pay with a specific time limitation ends.**

ELEMENT NAME : LEAVE WITHOUT PAY START DATE

DB2 Column Name : LWOP_STRT_DTE

Definition: The month, day, and year that leave without pay starts.

ELEMENT NAME : LEAVE WITH PAY EXPIRATION DATE

DB2 Column Name : LWP_EXP_DTE

**Definition: The month, day, and year that leave with pay pending
                        disability or other retirement ends.**

ELEMENT NAME : MAIN DATA INDICATOR

DB2 Column Name : MAIN_DATA_IND

Definition: No definition found for data item.

ELEMENT NAME : MEDICAL OFFICERS INDICATOR CODE

DB2 Column Name : MO_CD

**Definition: A code indicating whether a Medical Officer
                     perform clinical or non-clinical services.**

**Codes: C = Clinical
                 N = Non-Clinical
                 R = Research**

Lookup Table: See Appendix C, AGC1PST.MO

ELEMENT NAME : MASTERS DEGREE FIELD

DB2 Column Name : MST_DGR_FLD

**Definition: Code the Academic Discipline which corresponds to the
field of Degree.**

ELEMENT NAME : MASTERS DEGREE YEAR

DB2 Column Name : MSTRS_DGR_YR

**Definition: The year that the degree was conferred; Code most
recent degree.**

ELEMENT NAME : ORGANIZATION INITIALS

DB2 Column Name : *ORG_INITS

**Description: The ICD, Section, and Branch where a   particular
employee is located.**

ELEMENT NAME : ORGANIZATION SORT

DB2 Column Name : *ORG_SRT

Definition: An alphabetic code that sorts IC's in alpha order.

*This is a generated data element; see appendix on these items.

ELEMENT NAME : INTRAMURAL CODE

DB2 Column Name : *ORG_TYPE

Definition: A code used to define the program type within an organization.

> **1   Extramural**
> ***   Intramural**
> **0   Other**

Lookup Table: See Appendix C, AGC1PST.ORGTYPE

ELEMENT NAME : PATCO CODE

DB2 Column Name : *PATCO

Definition: A code which classifies employees as being either professional, administrative, technical, clerical, other, or blue collar depending on their occupation code.

> **Codes: 1 = Professional**
> **2 = Administrative**
> **3 = Technical**
> **4 = Clerical**
> **5 = Other**
> **6 = Blue Collar**

ELEMENT NAME : PATCO DESCRIPTION

DB2 Column Name : *PATCO_TITLE

Definition: The English definition of PATCO Code.

*This is a generated data element; see appendix on these items.

ELEMENT NAME : PAY BASIS

DB2 Column Name : PAY_BAS

Definition: The time condition upon which a Federal employee's pay
              is based.

Codes: PD - Per Diem   PH - Per Hour
        PM - Per Month   BW - Bi-weekly
        FB - Fee Basis   PA - Per Annum
        PW - Piece Work   PS - Per Service
        WC -Without Compensation

Lookup Table: See Appendix C, AGC1PST.PAYBAS

ELEMENT NAME : PAY PERIOD END DATE

DB2 Column Name : *PAY_PER_END_DTE

Definition: The Pay Period End Date for personnel data.

ELEMENT NAME : PAY RATE DETERMINANT

DB2 Column Name : PAY_RTE_DET

Definition: See Appendix A, Code Chart 16 (definitions of coding)

        This field denotes special pay conditions attached to
        an employee's appointment.

Lookup Table: See Appendix C, AGC1PST.PAYRATE

*This is a generated data element; see appendix on these items.

ELEMENT NAME : PAY RATE DETERMINANT GRADE

DB2 Column Name : PAY_RTE_DET_GR

Definition: No definition found for data item.

ELEMENT NAME : PHYS COMP ALLOWANCE AMOUNT

DB2 Column Name : PCA_AMT

**Definition: Allowance paid to physicians who have entered into a
contract with the Department under the physicians
comparability allowance program.**

ELEMENT NAME   : PCA CATEGORY

DB2 Column Name : PCA_CAT

Definition: Physicians Comparability Allowance category

    Code: Definition:
    1   Practice of medicine as a direct service to patients.
    2A   Research & experimental work in prevention & control of diseases.
    2B   Research in specific health programs related to food, drugs & devices
    2C   Epidemiology research.
    3   Evaluation of physical fitness.
    4A   Disability evaluation.
    4B   Administration of medical & health programs.

ELEMENT NAME : PHYS COMP ALLOWANCE LENGTH

DB2 Column Name : PCA_LEN

**Definition: A one-digit number consisting of the physicians
comparability allowance contract length in years.**

ELEMENT NAME : PHYS COMP ALLOWANCE NTE DATE

DB2 Column Name : PCA_NTE_DTE

Definition: The month, day, and year that the contract between a physician and the Department expires under the physicians comparability allowance program.

ELEMENT NAME : POSITION INCUMBENCY TITLE (DEF)

DB2 Column Name : *PI_TITLE

Definition: The English description of position incumbency code.

*This is a generated data element; see appendix on these items.

ELEMENT NAME : PROCUREMENT CERTIFICATION DATE

DB2 Column Name : *PIA_DTE

Definition: The obtaining and maintaining of the Procurement Integrity Certification for Procurement Officials, OF-333. The OF-333 must be executed by every prospective Procurement Official. The OF-333 must be maintained in the Procurement Official's official personnel folder. The collection and maintenance of the Procurement Officials' certifications of continuing obligation, which are required to be completed when a Procurement Official leaves the DHHS during the conduct of a procurement in excess of $100,000. The continual maintenance and update of a list of all personnel who have signed the Procurement Integrity Certification for Procurement Officials, OF-333.

ELEMENT NAME : MERIT PAY CRITICAL ELEMENTS

DB2 Column Name : PMRS_ELEM

Definition: A code that denotes whether the employee has met all major job items.

Codes: 1 = Yes
2 = No

Lookup Table: See Appendix C, AGC1PST.PMRSELEM

ELEMENT NAME : MERIT PAY POOL DESIGNATOR

DB2 Column Name : PMRS_POOL

Definition: A group of employees designated by an agency for the
              purpose of administration, computation, and allocation
              of PMRS funds.

*This is a generated data element; see appendix on these items.

ELEMENT NAME : MERIT PAY RATING

DB2 Column Name : PMRS_RTNG

Definition: The adjective rating that corresponds with the
             employee's overall performance.

         Valid Ratings: A, S   = Outstanding
                         B, T   = Excellent
                         C, U, X = Fully Successful
                         D, U   = Minimally Satisfactory
                         E, W   = Unacceptable
                          Z   = Covered by 90 Day Rule

Lookup Table: See Appendix C, AGC1PST.PMRSRTE

ELEMENT NAME : POSITION INCUMBENCY

DB2 Column Name : *POS_INC

Definition: A code indicating the employee type of position.

         Codes: 1 = Full Time-Permanent position
                 2 = Full Time-Temporary position
                 3 = Part Time (do not code in HRDB)
                 4 = Intermittent - per annum
                 5 = Intermittent - per day
                 6 = Intermittent - per hour
                 7 = WOC (Without Compensation)
                 8 = Part Time-Temporary (HRDB system only)
                 9 = Part Time-Permanent (HRDB system only)

Lookup Table: See Appendix C, AGC1PST.POSINC
*This is a generated data element; see appendix on these items.

ELEMENT NAME : POSITION INDICATOR (SUPV CODE)

DB2 Column Name : POS_IND_CD

Definition: A code determined by the position classifier identifying whether a position is supervisory or managerial.

    1 Supervisory (meets SGEG definition - prior to FY 94)
    2 Supervisory (meets GSSG definition - after FY 94)
    3 Managerial (meets SGEG definition)
    4 Supervisory (meets CSRA definition)
    5 Managerial (meets CSRA definition)
    6 Work Leader (meets WLGEG definition)
    7 Team Leader
    8 All other positions

Lookup Table: See Appendix C, AGC1PST.POSIND

ELEMENT NAME : POSITION NUMBER

DB2 Column Name : POS_NO

Definition: The number assigned to each established position.

ELEMENT NAME : POSITION OCCUPIED

DB2 Column Name : POS_OCC

Definition: This field identifies whether an employee's position is in the competitive or excepted service.

    Code: 1 = Competitive
          2 = Excepted
          3 = SES General
          4 = SES Career Reserved

Lookup Table: See Appendix C, AGC1PST.POSOCC

ELEMENT NAME : POSITION SENSITIVITY

DB2 Column Name : POS_SENS

**Definition: A code that indicates the extent to which the duties of
               a position relate to national security or to plans,
               policies, or programs which affect the overall
               operation of a department or an agency or demand a high
               degree of public trust.**

**Code: 1 = Non-Sensitive
         2 = Non-Critical Sensitive
         3 = Critical Sensitive
         4 = Special Sensitive
         5 = Moderate risk public trust position
         6 = High risk public trust position**

Lookup Table: See Appendix C, AGC1PST.POSENS

ELEMENT NAME : POSITION TITLE

DB2 Column Name : POS_TITLE

**Definition: The official classification title as that used in the
               official position description.**

ELEMENT NAME : PAY PLAN

DB2 Column Name : PP

Definition: See Appendix A, Code Chart 15 (definitions of coding)

**A code which identifies the pay system or pay schedule
under which the employee's rate of basic pay is
determined.**

Lookup Table: See Appendix C, AGC1PST.PAYPLAN

ELEMENT NAME   :   PERMANENT/TEMPORARY CODE

DB2 Column Name : PRM_TMP_CD

**Definition: A code indicating whether a position is temporary
or permanent.**

**Codes: 1 - Permanent/Full-Time
2 - Temporary/Full-Time
3 - Part Time or Intermittent**

Lookup Table: See Appendix C, AGC1PST.PRMTMP

ELEMENT NAME   :   PROFESSIONAL DESIGNATION

DB2 Column Name : PROF_DESG

Definition: No definition found.

ELEMENT NAME   :   PROFESSIONAL DESIGNATION EFFECTIVE DATE

DB2 Column Name : PROF_DESG_EFF_DTE

Definition: No definition found.

ELEMENT NAME   :   PROBATION PERIOD START DATE

DB2 Column Name : PROB_PER_STRT_DTE

**Definition: The month, day, and year from which the employee's
probationary trial period starts.**

ELEMENT NAME : RACE CODES

DB2 Column Name : RACE

**Definition: A code which identifies the designation of a person's
                race and national origin.**

**(This is a sensitive data item and needs approval by
the Division of Equal Opportunity Office prior to being
shown on a report.)**

**Codes: A American Indian or Alaskan Native
            B Asian or Pacific Islander
            C Black, Not of Hispanic Origin
            D Hispanic
            E White, Not of Hispanic Origin
             F Asian Indian
            G Chinese
            H   Filipino
            J   Guamian
            K   Hawaiian
            L   Japanese
            M   Korean
            N   Samoan
             P   Vietnamese
            Q   All Other Asians or Pacific Islanders
            Y   Not Hispanic in Puerto Rico**

ELEMENT NAME : RACE TITLE (EXPANDED)

DB2 Column Name : RACE_TITLE

Definition: The English description of Race code.

ELEMENT NAME   : RESEARCH TYPE

DB2 Column Name : RES_TYP

**Definition: A code that represents the type of research an
                individual is working on. Code as follows:**

**1 - Laboratory Bench Research
2 - Clinical Research
3 - Clinical Research Evaluation
4 - Health Scientist Administration
5 - Other Science Positions**
    Lookup Table: See Appendix C, AGC1PST.RESTYP

ELEMENT NAME   :   RETIREMENT CODE

DB2 Column Name : RET_CD

Definition: See Appendix A, Code Chart 17 (definitions of coding)

    A code indicating the retirement plan coverage of the employee.

Lookup Table: See Appendix C, AGC1PST.RETIRE

ELEMENT NAME   :   ROGSTAT CODE

DB2 Column Name : ROG_CD

Definition: See Appendix A, Code Chart 24 (definitions of coding)

    A code applicable to Commissioned Corps personnel only that identifies the career track for doctoral-level individuals engaged in original scientific research in the Research Officer Group.

Lookup Table: See Appendix C, AGC1PST.ROG

ELEMENT NAME   :   SERVICE COMPUTATION DATE

DB2 Column Name : SCD_DTE

Definition: The month, day and year from which Federal service creditable for leave accrual and retirement credit is computed.

ELEMENT NAME : SCIENTIFIC PROGRAM IDENTIFIER

DB2 Column Name : SCI_PRG_IDENT

Definition: See Appendix A, Code Chart 18 (definitions of coding)

>   The Scientific Program Identifier (SPI) is a code used
>   to identify employees in the following pay-plans AD,
>   EE, EG, EI, ES, and ST. The data is stored in the
>   grade fields.

Lookup Table: See Appendix C, AGC1PST.SCIPRG

ELEMENT NAME : OCCUPATION CATEGORY(JOB SERIES)

DB2 Column Name : SER

Definition: See Appendix A, Code Chart 14 (definitions of coding)

>   A four-digit code which identifies the occupational
>   series of a position.

Lookup Table: See Appendix C, AGC1PST.SERIES

ELEMENT NAME : SES BONUS 1

DB2 Column Name : SES_BON1

Definition: No definition found for data item.

ELEMENT NAME : SES BONUS 2

DB2 Column Name : SES_BON2

Definition: No definition found for data item.

ELEMENT NAME   : SES BONUS 3

DB2 Column Name : SES_BON3

Definition: No definition found for data item.

ELEMENT NAME   : SES BONUS 4

DB2 Column Name : SES_BON4

Definition: No definition found for data item.

ELEMENT NAME   : SES CRITICAL ELEMENTS

DB2 Column Name : SES_CRIT_ELEM

Definition: No definition found for data item.

ELEMENT NAME   : SES RATING

DB2 Column Name : SES_RTNG

Definition: No definition found for data item

ELEMENT NAME   : SEX

DB2 Column Name : SEX

**Definition: A code which indicates whether the employee is male or
               female.**

      **Codes: M = Male
                 F = Female**

ELEMENT NAME   : SALARY

DB2 Column Name : SLRY

Definition: The base rate of pay before any additions are made to
the rate for differentials, allowances or special
premiums and before any deductions are made.

ELEMENT NAME   : SUPRV/MAN PROB END DATE DHHS

DB2 Column Name : SM_PRB_EDTE_DHHS

Definition: The date that an employee is due to complete his or her
supervisory/managerial probationary period.

ELEMENT NAME   : SPECIAL PROGRAM DHHS

DB2 Column Name : SPEC_PRG_DHHS

Definition: See Appendix A, Code Chart 19 (definitions of coding)

A code used to identify employees who are in special
programs.

Lookup Table: See Appendix C, AGC1PST.SPECDHHS

ELEMENT NAME   : SUBSTANTIAL PRESENCE TEST DATE

DB2 Column Name : SPT_DATE

Definition: Substantial Presence Test is the date an employee under a J-1
Visa meets the terms of the substantial presence test and becomes subject
to FICA withholdings.

ELEMENT NAME : SOCIAL SECURITY NUMBER

DB2 Column Name : SSN

**Definition: The account number assigned by the Social Security
Administration. Social Security number is entered
without dashes.**

ELEMENT NAME : STEP

DB2 Column Name : ST

**Definition: The rate of pay of a specific grade or level authorized
by a pay plan.**

ELEMENT NAME : STATE CODE

DB2 Column Name : *ST_CD_DUTSTAT

**Definition: The code that denotes the state in which an employee
works.**

ELEMENT NAME : STATISTICAL AREA CODE

DB2 Column Name : *STAT_AREA_CD

Definition: See Appendix A, Code Chart 20 (definitions of coding)

The metropolitan areas within selected states.

Lookup Table: See Appendix C, AGC1PST.STAT

*This is a generated data element; see appendix on these items.

ELEMENT NAME   :   START DATE IN CURRENT GRADE

DB2 Column Name : STRT_DTE_CUR_GR

Definition: The month, day, and year on which the employee was accessed, promoted, or demoted to current grade. This not only applies to service in HHS but service in other government agencies as long as there was no break in service.

ELEMENT NAME   :   SUSPENSION EXPIRATION DATE

DB2 Column Name : SUSP_EXP_DTE

Definition: The month, day, and year that a suspension with a specific time limitation will end.

ELEMENT NAME   :   TENURE

DB2 Column Name : TEN

Definition: A code identifying the category of ranking in priority order for retention during reduction-in-force.

Codes: 1 = Employee serving under career appointment or does not carry a restriction/condition.

2 = Employee serving a probationary or trial period.

3 = Indefinite employee

0 = All SES employees or employees not coded 1, 2, or 3 in tenure.

Lookup Table: See Appendix C, AGC1PST.TENURE

ELEMENT NAME : TIMEKEEPER NUMBER

DB2 Column Name : TK_NO

Definition: A number that identifies the person administratively
responsible for the time and leave accounting of
employees in his/her area.

ELEMENT NAME : TIME STAMP

DB2 Column Name : TME_STMP

Definition: A Timestamp is a seven part value (year, month,
day, hour, minute, second, and microsecond) that
designates a date and time as they were defined
above except that the time will include a
fractional specification of microseconds. Used
only for supplemental data entry recording.

ELEMENT NAME : TEMPORARY APPOINTMENT EXPIRATION DATE

DB2 Column Name : TMP_APP_EXP_DTE

Definition: The month, day, and year that a temporary
appointment ends.

ELEMENT NAME : TEMPORARY PROMOTION EXPIR DATE

DB2 Column Name : TMP_PRM_EXP_DTE

Definition: The month, day, and year that a promotion with a
specific time limitation ends.

ELEMENT NAME : TEMPORARY REASSIGNMENT EXPIR DATE

DB2 Column Name : TMP_REA_EXP_DTE

Definition: The month, day, and year that a reassignment with
a specific time limitation ends.

ELEMENT NAME : TRAINING AND EXPERIENCE DATE

DB2 Column Name : TRN_EXP_DTE

Definition: No definition found for data item.

ELEMENT NAME : THRIFT SAVINGS PLAN ADJ STAT CODE

DB2 Column Name : TSPA_CD

Definition: See Appendix A, Code Chart 21 (definitions of coding)

A code that represents an employee who is
eligible/ineligible for participating in the TSPA.

Lookup Table: See Appendix C, AGC1PST.THRIFT

ELEMENT NAME : THRIFT STATUS PLAN ADJUSTMENT DATE

DB2 Column Name : TSPA_DTE

Definition: The month, day, and year of the effective date that the
TSP Status Code was last updated. The TSP Status Date
does not change if an employee changes only the
percentage rate or dollar amount of his or her
contribution or investment allocation.

ELEMENT NAME : TYPE OF APPOINTMENT

DB2 Column Name : TYP_APPT

Definition: See Appendix A, Code Chart 25 (definitions of coding)

　　　　　**A code indicating whether the employee's employment
　　　　　is Career, Career-Conditional, Temporary, or Excepted.**

Lookup Table: See Appendix C, AGC1PST.TYPAPT

ELEMENT NAME : VETERANS PREFERENCE

DB2 Column Name : VET_PREF

**Definition: A code indicating the category of entitlement to
　　　　　preference in   the Federal service based on the
　　　　　employee's active military service.**

　　　　　**Code: 0 = Not determined or not applicable
　　　　　　　　　1 = Non-Veteran
　　　　　　　　　2 = 5 point Veteran
　　　　　　　　　3 = 10 point Veteran
　　　　　　　　　4 = 10 point disabled comp. less than 30%
　　　　　　　　　5 = 10 point other
　　　　　　　　　6 = 10 point disabled comp. 30% or more**

Lookup Table: See Appendix C, AGC1PST.VETPREF

ELEMENT NAME   :   VIETNAM VETERANS CODE

DB2 Column Name : VIET_VET_CD

Definition: A code indicating that the employee is an armed veteran who served during the Vietnam era (08/05/1964 thru 05/07/1975).

    B = Pre-VEV
    N = Not a Veteran
    P = Post-VEV
    V = Vietnam Era Veteran
    X = Not a Veteran

Lookup Table: See Appendix C, AGC1PST.VETSTCD

TRANSACTION TABLE ELEMENTS DEFINITIONS

ELEMENT NAME : ORGANIZATION CODE (ADMIN-CDE FROM)

DB2 Column Name : ADMIN_FROM

Definition: A code that defines the organizational component to which the employee is assigned. If applicable, a dash (-) is also permitted.   For the most recent organizational codes contact OHRM/OD for an updated Administrative Codes listing. This data item is only used for separated employees.

ELEMENT NAME : ORGANIZATION CODE (ADMIN-CDE TO)

DB2 Column Name : ADMIN_TO

Definition: A code that defines the organizational component to which the employee is assigned. If applicable, a dash (-) is also permitted.   For the most recent organizational codes contact OHRM/OD for an updated Administrative Codes listing. This item contains the current administrative code.

ELEMENT NAME : APPOINTMENT NUMBER

DB2 Column Name : APT_NUM

Definition: A number assigned by TDCS for each accession input which identifies the appointments an employee holds. Also identifies one or more appointments held by experts, consultants, and members. Employees other than experts, consultants, and members are assigned 00. Each appointment of an expert, consultant, and member are consecutively numbered 01-10 when the appointment(s) are input.

ELEMENT NAME : CASH AWARD AMOUNT

DB2 Column Name : CASH_AWD_AMT

Definition: Cash award amount.

ELEMENT NAME   : CALENDAR YEAR

DB2 Column Name : CY

Definition: Calendar year runs from 01/01/YR to 12/31/YR.

ELEMENT NAME   : EFFECTIVE DATE

DB2 Column Name : EFF_DTE

Definition: The date a personnel action was effective.

ELEMENT NAME   : FUNCTIONAL SPECIALTY CODE (FROM)

DB2 Column Name : FNCT_SPEC_CD_FROM

Definition: See Appendix A, Code Chart 7 (definitions of coding)

**This field indicates employees who are in scientific
and engineering fields. Used for separations from the
NIH and I/C/D's.**

Lookup Table: See Appendix C, AGC1PST.CSCFUNC

ELEMENT NAME : FUNCTIONAL SPECIALTY CODE (TO)

DB2 Column Name : FNCT_SPEC_CD_TO

Definition: See Appendix A, Code Chart 7 (definitions of coding)

> **This field indicates employees who are in scientific and engineering fields.**

Lookup Table: See Appendix C, AGC1PST.CSCFUNC

ELEMENT NAME : FISCAL YEAR

DB2 Column Name : FY

Definition: Fiscal year runs from 10/01/YR to 09/30/YR.

ELEMENT NAME : GRADE (FROM)

DB2 Column Name : GR_FROM

Definition: The grade last held by an employee.

ELEMENT NAME : GRADE (TO)

DB2 Column Name : GR_TO

Definition: The grade currently held by an employee.

ELEMENT NAME : ICD INITIALS (FROM)

DB2 Column Name : ICD_FROM

**Definition: This Field is for the I/C/D initials of each
organization at the NIH.   Used for persons who have
separated from NIH or an Institute.**

ELEMENT NAME : ICD INITIALS (TO)

DB2 Column Name : ICD_TO

**Definition: This Field is for the I/C/D initials of each
organization at the NIH.**

ELEMENT NAME : INDIVIDUAL GROUP AWARD

DB2 Column Name : IND_GRP_AWD

**Definition: Individual Awards are all designated as 9999.   Group
Awards are given ascending sequential numbers.**

ELEMENT NAME : LEGAL AUTHORITY CODE

DB2 Column Name : LEG_AUTH_CD

**Definition: The legal authority code that corresponds to the
action being processed.**

ELEMENT NAME :   LEGAL AUTHORITY1 NARRATIVE

DB2 Column Name :   LEG_AUTH1_NARR

Definition: The Narrative that prints out on the SF50 for the Legal Authority Code.

ELEMENT NAME : NATURE OF ACTION CODE

DB2 Column Name : NOAC

Definition: See Appendix A, Code Chart 22 (definitions of coding)

           **A code which indicates the phrase that explains the
action occurring for statistical and data processing
purposes.**

Lookup Table: See Appendix C, AGC1PST.NOA

ELEMENT NAME : PAY BASIS (FROM)

DB2 Column Name : PAY_BAS_FROM

**Definition: The time condition upon which a Federal employee's pay
is based. This data item is used for separations only.**

Lookup Table: See Appendix C, AGC1PST.PAYBAS

ELEMENT NAME : PAY BASIS (TO)

DB2 Column Name : PAY_BAS_TO

**Definition: The time condition upon which a Federal employee's pay
is based. This data item contains current status of an
employee.**

Lookup Table: See Appendix C, AGC1PST.PAYBAS

ELEMENT NAME : POSITION NUMBER (FROM)

DB2 Column Name : POS_NUM_FROM

**Definition: The number assigned to each established position. Data
item used for separations only.**

ELEMENT NAME : POSITION NUMBER (TO)

DB2 Column Name : POS_NUM_TO

**Definition: The number assigned to each established position. Data
                item contains current data.**

ELEMENT NAME   : POSITION TITLE (FROM)

DB2 Column Name : POS_TITLE_FROM

**Definition: The official classification title as that used in the
                official position description. Data item contains
                separation data only.**

ELEMENT NAME : POSITION TITLE (TO)

DB2 Column Name : POS_TITLE_TO

**Definition: The official classification title as that used in the
                official position description. Data item contains
                current data.**

ELEMENT NAME : PAY PERIOD END DATE

DB2 Column Name : PPEND_DTE

Definition: The Pay Period End Date for personnel data.

ELEMENT NAME   : PAY PLAN (FROM)

DB2 Column Name : PP_FROM

Definition: See Appendix A, Code Chart 15 (definitions of coding)

> **A code which identifies the pay system or pay schedule under which the employee's rate of basic pay is determined. This data item is used only for separations from the NIH and I/C/D's.**

Lookup Table: See Appendix C, AGC1PST.PAYPLAN

ELEMENT NAME   : PAY PLAN (TO)

DB2 Column Name : PP_TO

Definition: See Appendix A, Code Chart 15 (definitions of coding)

> **A code which identifies the pay system or pay schedule under which the employee's rate of basic pay is determined. This data item contains current data for an employee.**

Lookup Table: See Appendix C, AGC1PST.PAYPLAN

ELEMENT NAME   : PREVIOUS PAY PERIOD END DATE

DB2 Column Name : *PREV_PPEND_DTE

Definition: The prior pay-period-end-date.

*This is a generated data element; see appendix on these items.

ELEMENT NAME : OCCUPATION CATEGORY (SERIES FROM)

DB2 Column Name : SER_FROM

Definition: See Appendix A, Code Chart 14 (definitions of coding)ed

    A four-digit code which identifies the occupational series of a position that an employee left.

Lookup Table: See Appendix C, AGC1PST.SERIES

ELEMENT NAME : OCCUPATION CATEGORY (SERIES TO)

DB2 Column Name : SER_TO

Definition: See Appendix A, Code Chart 14 (definitions of coding)

    A four-digit code which identifies the occupational series of a position that an employee currently occupies.

Lookup Table: See Appendix C, AGC1PST.SERIES

ELEMENT NAME : SALARY (FROM)

DB2 Column Name : SLRY_FROM

Definition: See Appendix A, Code Chart 14 (definitions of coding)ed

    The base rate of pay before any additions are made to the rate for differentials, allowances or special premiums and before any deductions are made. Data item contains separation data only.

ELEMENT NAME : SALARY (TO)

DB2 Column Name : SLRY_TO

Definition: See Appendix A, Code Chart 14 (definitions of coding)

> **The base rate of pay before any additions are made to the rate for differentials, allowances or special premiums and before any deductions are made. Data item contains current salary.**

ELEMENT NAME : STEP (FROM)

DB2 Column Name : ST_FROM

Definition: The rate of pay of a specific grade or level authorized by a pay plan. This data item is used only for separation from the NIH or IC.

ELEMENT NAME : STEP (TO)

DB2 Column Name : ST_TO

Definition: The rate of pay of a specific grade or level authorized by a pay plan. This data item contains current step.

ELEMENT NAME : SUBMITTAL DATE

DB2 Column Name : SUB_DTE

Definition: The date an action was processed.

CO PAY TABLE DEFINITIONS

ELEMENT NAME : ALLOTMENT AMOUNT

DB2 Column Name : ALLOT_AMT

Definition: **Allotment Amount**

ELEMENT NAME : AWARD AMOUNT

DB2 Column Name : AWARD_AMT

Definition: **Identifies the dollar amount of an award.**

ELEMENT NAME : BASIC QUARTERS,HOUSING & SUBSISTANCE

DB2 Column Name : BAQ_VHA_BAS_AMT

Definition: **The combined basic allowances for quarters, variable
             housing allowance and the basic allowance for subsistence.**

ELEMENT NAME : BOND DEDUCTION AMOUNT

DB2 Column Name : BOND_DED_AMT

Definition: **Identifies the current pay period deduction for saving
             bonds.**

ELEMENT NAME : BASE PAY ENTRY DATE

DB2 Column Name : BPE_DTE

Definition: **Start date for determining years of service for base pay purposes
             (includes any prior uniformed service).**

ELEMENT NAME : COMMON ACCOUNT NUMBER

DB2 Column Name : CAN

Definition: Identifies the common accounting number:
                A 2 Alphanumeric field for CAN Appropriation
                A 4 Alphanumeric field for CAN Agents Account
                A 1 Alphanumeric field for the CAN Agency
                A 1 Alphanumeric field for the CAN fiscal year

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ELEMENT NAME : COST OF LIVING AMOUNT

DB2 Column Name : COLA_AMT

Definition: **Identifies the amount of base pay authorized during the current pay period due to living cost substantially higher than in the District of Columbia or conditions of environment which differ substantially from conditions of environment in the continental United States and warrant an allowance as a recruitment incentive or both of the above factors.**

ELEMENT NAME : CONTRACT PAY AMOUNT

DB2 Column Name : CONT_PAY_AMT

Definition: **This field contains contract pay amount for medical and dental officers only in the month paid. Otherwise the field will be blank. Contract pay also includes saved pay for dental officers.**

ELEMENT NAME : CORPS STATUS

DB2 Column Name : CRPS_STAT

Definition: **Corps Code 11 thru 39 Permanent Position, 23, 24 = temporary positions.**

ELEMENT NAME : DAILY RATE

DB2 Column Name : DAILY_ RATE

Definition: An officer's monthly salary divided by 30.

ELEMENT NAME : DEATH GRATUITY PAY AMOUNT

DB2 Column Name : DEATH_GRAT_AMT

Definition: No definition found for this element

ELEMENT NAME : DENTAL INSURANCE DEDUCTION AMOUNT

DB2 Column Name : DENT_INS_DED_AMT

Definition: The deduction for the dependent's dental plan.

ELEMENT NAME : EDUCATION DEDUCTION AMOUNT 1

DB2 Column Name : EDUC_DED_AMT1

Definition: Veterans education assistant program contribution.

ELEMENT NAME : EDUCATION DEDUCTION AMOUNT 2

DB2 Column Name : EDUC_DED_AMT2

Definition: Montgomery GI Bill

ELEMENT NAME : EMPLOYEE FIRST INITIAL

DB2 Column Name : EMP_FI

Definition: The employee's first initial of his first name.

ELEMENT NAME : EMPLOYEE LAST NAME

DB2 Column Name : EMP_LNAME

Definition: Identifies the employee's last name.

ELEMENT NAME : EMPLOYEE MIDDLE INITIAL

DB2 Column Name : EMP_MI

Definition: Identifies the employee's middle initial.

ELEMENT NAME : FEDERAL TAX CODE

DB2 Column Name : FED_TAX_CD

Definition: A code identifying the federal tax status of the employee.

            Codes: **1= Married**
                             2= Single
                             3= Head of household

ELEMENT NAME : FEDERAL TAX DEDUCTION AMOUNT

DB2 Column Name : FED_TAX_DED_AMT

Definition: The amount of federal tax withheld for an employee.

ELEMENT NAME : FICA CONTRIBUTION AMOUNT

DB2 Column Name : FICA_CONT_AMT

Definition: The total FICA contribution.

ELEMENT NAME : FICA EMPLOYER DEDUCTION

DB2 Column Name : FICA_EMPLY_DED

Definition: Identifies the employer's Federal Insurance Contributions Act deduction for the current pay period.

ELEMENT NAME : FICA MEDICARE EMPLOYEE CONTRIBUTION

DB2 Column Name : FICA_MEDCARE CONT

Definition: The employee's share of Medicare contribution.

ELEMENT NAME : FICA SOC SEC EMPLOYEE CONTRIBUTION

DB2 Column Name : FICA_SSA_CONT

Definition: The employee's share of social security contribution.

ELEMENT NAME : FICA MEDICARE EMPLOYER CONTRIBUTION

DB2 Column Name : FICAM_EMPLYR_CONT

Definition: Amount contributed by the employer for Medicare.

ELEMENT NAME : FICA SOC SEC EMPLOYER CONTRIBUTION

DB2 Column Name : FICAS _EMPLYR_CONT

Definition: **The employer's share of social security contribution.**

ELEMENT NAME : GROSS EXPENDITURE AMOUNT

DB2 Column Name : GROSS_EXPEND_AMT

Definition: **No definition found for this element.**

ELEMENT NAME : LUMP SUM LEAVE AMOUNT

DB2 Column Name : LSL_PAY_AMT

Definition: **No definition found for this element.**

ELEMENT NAME : MISCELLANEOUS REPAYMENT AMOUNT

DB2 Column Name : MISC_REPAY_AMT

Definition: **No definition found for this element.**

ELEMENT NAME : MISC REPAY/COLLECTION AMOUNT

DB2 Column Name : MISC_REPY_COL_AMT

Definition: **Miscellaneous repay / collection amount.**

ELEMENT NAME   :   MONTHLY GROSS PAY

DB2 Column Name : MNTH_GROSS_PAY

Definition: Includes the following pays Base Pay, BAS, BAH, VSP, and Board Certified pay.

ELEMENT NAME   :   MONTHLY NET PAY

DB2 Column Name : MNTH_NET_PAY

Definition: Includes the following pays Base Pay, BAS, BAH, VSP, and Board Certified pay.

ELEMENT NAME   :   MONTHLY SPECIAL PAY

DB2 Column Name : MONTH_SPEC_PAY

Definition: The amount of monthly special pay.

ELEMENT NAME   :   NET TO BANK CODE

DB2 Column Name : NET_BANK_CD

Definition: Direct deposit codes.

> **Codes: Y= deposited to bank**
> **N= not deposited.**

ELEMENT NAME   :   NET EXPENDITURE AMOUNT

DB2 Column Name : NET_EXPEND_AMT

Definition: Net expenditure amount.

ELEMENT NAME : NORMAL BASE PAY AMOUNT

DB2 Column Name : NORM_BAS_PAY_AMT

Definition: Amount of monthly base pay.

ELEMENT NAME : LAST PAY PERIOD END DATE OF MONTH

DB2 Column Name : PAY_PER_END_DTE

Definition: Identifies the Processing Pay Period Ending Date.

ELEMENT NAME : FIRST PAY PERIOD END DATE OF MONTH

DB2 Column Name : PAY_PER_END_DTE1

Definition: The first pay period end date of the month.

ELEMENT NAME : MIDDLE PAY PERIOD IN 3 PAY PERIOD MONTH

DB2 Column Name : PAY_PER_END_DTE2

Definition: The middle pay period in a 3 pay period month.

ELEMENT NAME : PAY PERIOD NUMBER

DB2 Column Name : PP_NUM

Definition: Identifies the Processing Pay Period Number

ELEMENT NAME   : QUARTERS CODE

DB2 Column Name : QUARTS_CD

Definition: **Basic allowance for quarters housing.**

        Code: **0= No quarters**
                        1= With dependent
                        2= Without dependent
                        3= Sub only

ELEMENT NAME   : REPAYMENTS/COLLECTION AMOUNT

DB2 Column Name : REPAY_AMT

Definition: **Repayment/Collection amount.**

ELEMENT NAME   : REPAY/COLLECTION OFFSET AMOUNT

DB2 Column Name : REPAY_OFFSET_AMT

Definition: **Miscellaneous repay/collection offset amount.**

ELEMENT NAME   : SPECIAL PAY CODE

DB2 Column Name : SPEC_PAY_CD

Definition: **A code representing the categories of officers eligible for special pay.**

        Code: 0=   **Non Ent Specialist**
                        1= Medical
                        2= Dental
                        7= Veterinarian
                       9= Intern

ELEMENT NAME : SOCIAL SECURITY NUMBER

DB2 Column Name : SSN

Definition: Identifies the employee's social security number.

ELEMENT NAME : STATE TAX CODE

DB2 Column Name : STATE_TAX_CD

Definition: Identifies the state to which state tax deductions are to
be credited.

ELEMENT NAME : STATE TAX DEDUCTION AMOUNT

DB2 Column Name : STATE_TAX_DED_AMT

Definition: Identifies the amount of tax deductions for the current pay period.

ELEMENT NAME : UNIFORM ALLOWANCE AMOUNT

DB2 Column Name : UNIF_ALLOW_AMT

Definition: Identifies the bi-weekly or hourly pay authorized employees
who are required by regulation or status to wear a prescribed uniform
in the performance of official duties.

ELEMENT NAME : VETERANS COMPENSATION AMOUNT

DB2 Column Name : VET_COMP_AMT

Definition: Veterans Compensation amount.

ELEMENT NAME   : BASE PAY YEARS OF SERVICE

DB2 Column Name: YRSSVC_BASPAY

Definition: Years of service for base pay purposes.

TABLE OF PAY ELEMENT DEFINITIONS

ELEMENT NAME : ORGANIZATION CODE (ADMIN-CODE)

DB2 Column Name : ADM_CD

Definition: **The number of hours an employee was absent without Leave approval.**

ELEMENT NAME : APPOINTMENT NUMBER

DB2 Column Name : APPT_NO

Definition: **The identification number assigned to an appointment.**

ELEMENT NAME : COMMON ACCOUNT NUMBER

DB2 Column Name : CAN

Definition: **The common accounting number:**
                    -A 2 Alphanumeric field for CAN Appropriation
                    -A 4 Alphanumeric field for CAN Agents Account
                    -A 1 Alphanumeric field for the CAN Agency
                    -A 1 Alphanumeric field for the CAN fiscal year

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ELEMENT NAME : CPP BASE PAY

DB2 Column Name : CPP_BASE_PAY

Definition: **The base pay for the current pay period.**

ELEMENT NAME : CPP BAYLOR BASE PAY

DB2 Column Name : CPP_BYLOR_BP

**Definition: The Base Pay for the current pay period for Baylor
                 Employees.**

ELEMENT NAME : CPP BAYLOR REGULAR HOURS

DB2 Column Name : CPP_BYLOR_REG_HRS

**Definition: The Baylor Regular Hours worked for the current pay
                 Period for Baylor employee.**

ELEMENT NAME : CPP CASH AWARD

DB2 Column Name : CPP_CASH_AWD

Definition: The amount of a cash award during the current pay period.

ELEMENT NAME : CPP COST OF LIVING ADJUSTMENT PAY

DB2 Column Name : CPP_COLA_PAY

**Definition: The amount of base pay authorize during the current pay period due to
                         living costs substantially higher than in the District of Columbia or
                         conditions of environment which differ substantially from conditions of
                         environment in the continental United States and warrant an allowance
                         as a recruitment incentive or both of the factors.**

ELEMENT NAME : CPP EARNED INCOME CREDIT PAY

DB2 Column Name : CPP_EIC_PAY

Definition: The earned income credit pay for the current pay period.

ELEMENT NAME : CPP GROSS PAY

 DB2 Column Name : CPP_GRS_PAY

 Definition: The gross pay for the current pay period.

ELEMENT NAME : CPP HOLIDAY PAY

DB2 Column Name : CPP_HOL_PAY

Definition: The amount of holiday pay for the current pay period.

ELEMENT NAME : CPP LUMP SUM LEAVE PAYMENT

DB2 Column Name : CPP_LMPSM_LVPY

Definition: The lump annual leave payment in the current pay period.

ELEMENT NAME : CPP NONBAYLOR BASE PAY

DB2 Column Name : CPP_NBYLR_BP

Definition: The Non-Baylor Base Pay Amount for the current pay period for Baylor employees.

ELEMENT NAME : CPP NONBAYLOR REGULAR HOURS

DB2 Column Name : CPP_NBYLR_REG_HRS

Definition: The Non-Baylor Regular Hours worked for the current pay period for Baylor employees.

ELEMENT NAME : CPP NIGHT DIFFERENTIAL PAY

DB2 Column Name : CPP_ND_PAY

Definition: **The total night differential pay for the current pay period.**

ELEMENT NAME : CPP NET PAY

DB2 Column Name : CPP_NET_PAY

Definition: The net pay for the current pay period.

ELEMENT NAME : CPP ONCALL HOURS

DB2 Column Name : CPP_ONCALL_HRS

Definition: The On Call Hours worked for the current pay period for Title 38 and Baylor employees.

ELEMENT NAME : CPP ONCALL PAY

DB2 Column Name : CPP_ONCALL_PAY

Definition: The On Call Pay amount for the current pay period for the Title 38 employees.

ELEMENT NAME : CPP OVERTIME HOURS

DB2 Column Name : CPP_OT_HRS

Definition: The Overtime Hours worked for the current pay period.

ELEMENT NAME : CPP OVERTIME PAY

DB2 Column Name : CPP_OT_PAY

Definition: The amount of overtime pay for the current pay period for Title 38 employees.

ELEMENT NAME : CPP OTHER HOURS

DB2 Column Name : CPP_OTHR_HRS

Definition: The other hours for the current pay period.

ELEMENT NAME : CPP OTHER PAY

DB2 Column Name : CPP_OTHR_PAY

Definition: The amount of other pay paid in the current pay period.

ELEMENT NAME : CPP OVERTIME WAGE2 HOURS

DB2 Column Name : CPP_OTWG2_HRS

Definition: The total overtime hours worked in the current pay period 2nd shift   wage grade.

ELEMENT NAME : CPP OVERTIME WAGE3 HOURS

DB2 Column Name : CPP_OTWG3_HRS

Definition: The total overtime hours worked in the current Pay Period 3rd shift wage grade.

ELEMENT NAME : CPP PHYSICIAN COMP ALLOWANCE PAY

DB2 Column Name : CPP_PCA_PAY

Definition: **The Physician Comparability Allowance in the current pay period.**

ELEMENT NAME : CPP POST DIFFENTIAL PAY

DB2 Column Name : CPP_PD_PAY

Definition: **The authorized post differential pay per pay period.**

ELEMENT NAME : CPP PHYSICIAN SPECIAL PAY

DB2 Column Name : CPP_PSP_PAY

Definition: **The Current Pay Period Physicians Special Pay.**

ELEMENT NAME : CPP RECRUITMENT PAY

DB2 Column Name : CPP_RECRUIT_PAY

Definition: **The Recruitment Amount.**

ELEMENT NAME : CPP REGULAR HOURS

 DB2 Column Name : CPP_REG_HRS

Definition: **The number of regular hours worked in the current pay period.**

ELEMENT NAME   :   CPP RELOCATION PAY

DB2 Column Name : CPP_RELOC_PAY

Definition: The Relocation Amount in the current pay period.

ELEMENT NAME   :   CPP RETENTION PAY

DB2 Column Name : CPP_RETENT_PAY

Definition: The Retention amount in the current pay period.

ELEMENT NAME   :   CPP SUNDAY DIFFENTIAL PAY

DB2 Column Name : CPP_SD_PAY

Definition: The amount of Sunday Differential pay for the current pay period.

ELEMENT NAME   :   CPP TITLE38 BASE PAY

DB2 Column Name : CPP_T38_BP

Definition: The Title 38 Base Pay for the Current Pay Period.

ELEMENT NAME   :   CPP TITLE38 HOLIDAY OVERTIME HOURS

DB2 Column Name : CPP_T38_HOL_OT_HR

Definition: The Holiday Overtime Hours worked for week 2 of a pay period for Title 38 employees.

ELEMENT NAME   :   CPP TITLE38 HOLIDAY OVERTIME PAY

DB2 Column Name : CPP_T38_HOL_OT_PY

Definition: The Holiday Overtime Pay amount for the current pay period for Title 38 employees.

ELEMENT NAME   :   CPP TITLE38 NIGHT DIFFERENTIAL HRS

DB2 Column Name :   CPP_T38_ND_HR

Definition: The total night differential hours worked in the current pay period for Title 38 and Baylor employees.

ELEMENT NAME   :   CPP TITLE38 NIGHT DIFFERENTIAL PAY

DB2 Column Name : CPP_T38_ND_PAY

Definition: The amount of night differential pay for the current pay period for Title 38 and Baylor employees.

ELEMENT NAME   :   CPP TITLE38 ONCALL HOURS

DB2 Column Name : CPP_T38_ONCALL_HR

Definition: The On Call Hours worked for the current pay period for Title 38 and Baylor employees.

ELEMENT NAME : CPP TITLE38 ONCALL PAY

DB2 Column Name : CPP_T38_ONCALL_PY

Definition: **The On Call Pay amount for the current pay period for Title 38 employees.**

ELEMENT NAME : CPP TITLE38 OVERTIME HOURS

DB2 Column Name : CPP_T38_OT_HR

Definition: **The Overtime Hours worked for week 2 of a pay period for Title 38 employees.**

ELEMENT NAME : CPP TITLE38 OVERTIME PAY

DB2 Column Name : CPP_T38_OT_PY

Definition: **The amount of overtime pay for the current pay period for the Title 38 employees.**

ELEMENT NAME : CPP TITLE38 REGULAR HOURS

DB2 Column Name : CPP_T38_REG_HR

Definition: **The Title 38 Regular Hours worked for the current pay period.**

ELEMENT NAME : CPP TITLE38 SATURDAY DIFF HOURS

DB2 Column Name : CPP_T38_SATDIF_HR

Definition: **The Saturday Differential Hours worked for the current   pay period for Title 38 employees.**

ELEMENT NAME : CPP TITLE38 SATURDAY DIFF PAY

DB2 Column Name : CPP_T38_SATDIF_PY

Definition: The Saturday Differential Pay amount for week 2 of a pay period for
                             Title 38 employees.

ELEMENT NAME : CPP TITLE38 SUNDAY DIFF HOURS

DB2 Column Name : CPP_T38_SUNDIF_HR

Definition: The Sunday Differential Hours worked for the current pay period for
                             Title 38 and Baylor employees.

ELEMENT NAME : CPP TITLE38 SUNDAY DIFF PAY

DB2 Column Name : CPP_T38_SUNDIF_PY

Definition: The amount of Sunday Differential pay for the current pay period for
                             Title 38 and Baylor employees.

ELEMENT NAME : CPP UNIFORM ALLOWANCE

DB2 Column Name : CPP_UNIF_ALLOW

Definition: The bi-weekly or hourly pay authorized employees who are required by
                             regulation or status to wear prescribed uniform in the performance of
                             official duties.

ELEMENT NAME : ICD INITIALS

DB2 Column Name : ICD

Definition: The Institute/Center/Division.

ELEMENT NAME : OVERTIME RATE

DB2 Column Name : OT_RTE

Definition: The overtime rate.

ELEMENT NAME : PAY PERIOD END DATE

DB2 Column Name : PAY_PER_END_DTE

Definition: The Processing Pay Period Ending Date.

ELEMENT NAME : PREMIUM PAY

DB2 Column Name : PREM_PAY

Definition: Any environmental/hazardous pay.

ELEMENT NAME : PHYSICIAN SPEC PAY(BIWEEKLY)

DB2 Column Name : PSP_BIWKLY_AMT

Definition: The Physicians Special Pay Biweekly amount of pay

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ELEMENT NAME : PHYSICIAN SPEC PAY(CONTRACT AMOUNT)

DB2 Column Name :   PSP_CNTRC_AMT

Definition: This is the total amount of Physician Special Pay that is
                given to an individual. It could include all or some of the following:
                Full-time Status; Length of Service; Scarce Special Pay; Executive
                Position: Board Certification; Geographic Location Pay; and
                Exceptional Qualifications.

ELEMENT NAME : PHYSICIAN SPEC PAY CONTRACT(YTD)

DB2 Column Name : PSP_CNTRC_YTD

Definition: **The year-to-date amount of Physician Special Pay that is given to an individual. It could include all or some of the following: full-time Status; Length of Service; Scare Special Pay; Executive Position; Board Certification; Geographic Location Pay; and Exceptional Qualifications.**

ELEMENT NAME : PHYSICIAN SPEC PAY-CONTRACT LENGTH

DB2 Column Name : PSP_CONTR_LGTH

Definition: **FORM HHS-691-1, "Employee Agreement to Receive Special Pay for Physicians and Dentist Under Title 38" indicates the number of contract years recommended. It can range from 1 to 4 years.**

ELEMENT NAME : PHYSICIAN SPEC PAY-LNGTH OF SERV INC DATE

DB2 Column Name : PSP_LOS_DTE

Definition: **In calculating length of service for payment of this factor, the following types of service are creditable:**

- **Service as a civilian physician in the Public Health Service under Title 5 or Title 42, U.S. Code or as a uniformed Medical Officer in active service of the PHS Commissioned Corps.**
- **Employment with an Indian Health Service tribal government or organization, for which the employee maintained Federal retirement benefits under Chapter 83 or 84 of 5 USC upon separation from Federal Service.**
- **Employment as a physician of the Veteran Health Administration.**

Years of service will be calculated on the basis of 365 calendar days for one year of service. Service years may not include LWOP or other service in a non-pay status exceeding 6 month in a calendar year.

ELEMENT NAME : PHYSICIAN SPEC PAY-LNGTH OF SERV AMOUNT

DB2 Column Name : PSP_LOS_INC_AMT

Definition: **Based on the number of whole years of qualifying service, i.e., employment as an officer in the PHS Commissioned Corps or as a civilian employee as a physician in**
- **Title 5 or Title 42**
- **With an Indian Health Service tribal government or organization**
- **With the Department of Veterans Affairs (under specific authorities)**

At least	Dollar Amount
2 years	$4,000
3 years	$5,000
4 years	$6,000
5 years	$8,000
6 years	$9,000
7 years	$10,000
8 years	$12,000
9 years	$13,000
10 years	$14,000
11 years	$15,000
12 years	$16,000
13 years	$17,000
14 or more years	$18,000

ELEMENT NAME : PHYSICIAN SPEC PAY NOT TO EXCEED DATE

DB2 Column Name : PSP_NTE_DTE

Definition: **The date on which the Physicians Special Pay contract expires.**

ELEMENT NAME : PHYSICIAN SPEC PAY START DATE

DB2 Column Name : PSP_START_DTE

Definition: **The date on which the Physicians Special Pay contract is effective.**

ELEMENT NAME : PHYSICIAN SPEC PAY(YEARLY PAY)

DB2 Column Name : PSP_YRLY_PAY

Definition: **The total amount of Physicians Special Pay to be paid to the physician. This amount excludes Base pay.**

ELEMENT NAME : SOCIAL SECURITY NUMBER

DB2 Column Name : SSN

Definition: The employee's social number.

ELEMENT NAME : TIMEKEEPER NUMBER

DB2 Column Name : TK_NO

Definition: The timekeeper number.

ELEMENT NAME : YTD BASE PAY

DB2 Column Name : YTD_BSE_PAY

Definition: The base pay for the current pay period.

ELEMENT NAME : YTD BAYLOR BASE PAY

DB2 Column Name :   YTD_BYLR_BSE_PAY

Definition: The Year to Date the Base Pay for the current pay period for Baylor Employees.

ELEMENT NAME : YTD BAYLOR REGULAR HOURS

DB2 Column Name : YTD_BYLR_REG_HRS

Definition: **The Year to Date Baylor Regular Hours worked for the current pay period for Baylor employees.**

ELEMENT NAME : YTD CASH AWARD

DB2 Column Name : YTD_CASH_AWD

Definition: **The Year to Date the amount of a cash award during the current pay period.**

ELEMENT NAME : YTD COST OF LIVING ADJUSTMENT PAY

DB2 Column Name : YTD_COLA_PAY

Definition: **The Year to Date amount of base pay authorized during the current pay period due to living cost substantially higher than in the District of Columbia or conditions of environment which differ substantially from conditions of environment in the continental United States and warrant an allowance as a recruitment incentive or both of the factors.**

ELEMENT NAME : YTD EARNED INCOME CREDIT PAY

DB2 Column Name : YTD_EIC_PAY

Definition: **The Year to Date earned income credit pay for the current pay period.**

ELEMENT NAME : YTD GROSS PAY

DB2 Column Name : YTD_GRS_PAY

Definition: The Year to Date gross pay for the current pay period.

ELEMENT NAME : YTD HOLIDAY PAY

DB2 Column Name : YTD_HOL_PAY

Definition: The Year to Date amount of holiday pay for the current pay period.

ELEMENT NAME : YTD HOLIDAY HOURS

DB2 Column Name : YTD_HRS_HOL

Definition: The Year To Date Overtime Hours worked for the current pay period.

ELEMENT NAME : YTD NIGHT DIFFERENTIAL HOURS

DB2 Column Name : YTD_HRS_ND

Definition: The Year to date of night differential hours

ELEMENT NAME : YTD OVERTIME HOURS

DB2 Column Name : YTD_HRS_OT

Definition: The Year to date the other hours for the current pay period.

ELEMENT NAME : YTD LUMP SUM LEAVE PAYMENT

DB2 Column Name : YTD_LMPSUM_LVPY

Definition: **The Year to Date lump annual leave payment in**
The current pay period.

ELEMENT NAME : YTD SUNDAY DIFFERENTIAL HOURS

DB2 Column Name : YTD_HRS_SD

Definition: **The Year to Date of Sunday differential hours**

ELEMENT NAME : YTD NONBAYLOR BASE PAY

DB2 Column Name : YTD_NBYLR_BP

Definition: **The Year to Date Non-Baylor Base Pay Amount for**
the current pay period for Non-Baylor employees.

ELEMENT NAME : YTD NONBAYLOR REGULAR HOURS

DB2 Column Name : YTD_NBYLR_REG_HRS

Definition: **The Year to Date Non-Baylor regular hours for**
the current pay period for Non-Baylor employees.

ELEMENT NAME : YTD NIGHT DIFFERENTIAL PAY

DB2 Column Name : YTD_ND_PAY

Definition: **The Year to Date the total night differentials pay for the current pay**
period.

ELEMENT NAME : YTD NET PAY

DB2 Column Name :   YTD_NET_PAY

Definition: **The Year to Date the net pay for the current pay period.**

ELEMENT NAME : YTD ONCALL HOURS

DB2 Column Name : YTD_ONCALL_HRS

Definition: **The Year to Date On Call Hours worked for the current pay period for Title 38 and Baylor employees.**

ELEMENT NAME : YTD ONCALL PAY

DB2 Column Name : YTD_ONCALL_PAY

Definition: **The Year to Date On Call Pay amount for the current pay period for the Title 38 employees.**

ELEMENT NAME : YTD OVERTIME PAY

DB2 Column Name : YTD_OT_PAY

Definition: **The Year to Date Overtime Hours worked for the current pay period.**

ELEMENT NAME : YTD OTHER HOURS

DB2 Column Name : YTD_OTHR_HRS

Definition: **The Year to Date other hours for the current pay period.**

ELEMENT NAME : YTD OTHER PAY

DB2 Column Name : YTD_OTHR_PAY

Definition: **The Year to Date amount of other pay paid in the current pay period.**

ELEMENT NAME : YTD PHYSICIAN COMP ALLOWANCE PAY

DB2 Column Name : YTD_PCA_PAY

Definition: **The Year to Date Physician Comparability Allowance in the current pay period.**

ELEMENT NAME : YTD POST DIFFERENTIAL PAY

DB2 Column Name : YTD_PD_PAY

Definition: **The Year to Date authorized post differentials pay per pay period.**

ELEMENT NAME : YTD PHYSICIAN SPECIAL PAY

DB2 Column Name : YTD_PSP_PAY

Definition: **The Year to Date Physicians Special Pay amount paid
for the current year to the physician. Base Pay is excluded.**

ELEMENT NAME : YTD RECRUITMENT PAY

DB2 Column Name : YTD_RECRUIT_PAY

Definition: The Year to Date Recruitment Amount.

ELEMENT NAME : YTD REGULAR HOURS

DB2 Column Name : YTD_REG_HRS

Definition: **The Year to Date number of regular hours worked in the current pay period.**

ELEMENT NAME : YTD RELOCATION PAY

DB2 Column Name : YTD_RELOC_PAY

Definition: **The Year to Date Relocation Amount in the current pay period.**

ELEMENT NAME : YTD RETENTION PAY

DB2 Column Name : YTD_RETENT_PAY

Definition: **The Year to Date Retention amount in the current pay period.**

ELEMENT NAME : YTD SUNDAY DIFFERENTIAL PAY

DB2 Column Name : YTD_SD_PAY

Definition: **The Year to Date amount of Sunday Differential pay for the current pay period.**

ELEMENT NAME : YTD TAXABLE PAY

DB2 Column Name : YTD_TXABL_PAY

Definition: **The Year to date taxable income pay.**

ELEMENT NAME : YTD TITLE38 BASE PAY

DB2 Column Name : YTD_T38_BP

Definition: **The Year to Date title 38 Base Pay for the Current Pay Period.**

ELEMENT NAME : YTD TITLE38 HOLIDAY OVERTIME HOURS

DB2 Column Name : YTD_T38_HOL_OT_HR

Definition: **The Year to Date Holiday Overtime hours worked for week 2 of a pay period for Title 38 employees.**

ELEMENT NAME : YTD TITLE38 HOLIDAY OVERTIME PAY

DB2 Column Name : YTD_T38_HOL_OT_PY

Definition: **The Year to Date Holiday Overtime Pay amount of the current pay period for Title 38 employees.**

ELEMENT NAME : YTD TITLE38 NIGHT DIFFERENTIAL HRS

DB2 Column Name : YTD_T38_ND_HRS

Definition: **The Year to Date total night differential hours worked in the current pay period for Title 38 and Baylor employees.**

ELEMENT NAME : YTD TITLE38 NIGHT DIFFERENTIAL PAY

DB2 Column Name : YTD_T38_ND_PAY

Definition: **Year to Date amount of night differential pay for the current pay period for Title 38 and Baylor employees.**

ELEMENT NAME : YTD TITLE38 ONCALL HOURS

DB2 Column Name : YTD_T38_ONCALL_HR

Definition: **The Year to Date On Call Hours worked for the current pay period for Title 38 and Baylor employees.**

ELEMENT NAME : YTD TITLE38 ONCALL PAY

DB2 Column Name : YTD_T38_ONCALL_PY

Definition: **The Year to Date amount of night differential pay for this current pay period for Title 38 and Baylor employees.**

ELEMENT NAME : YTD TITLE38 OVERTIME HOURS

DB2 Column Name : YTD_T38_OT_HRS

Definition: **The Year to Date Overtime Hours worked for week 2 of a pay period for Title 38 employees.**

ELEMENT NAME : YTD TITLE38 OVERTIME PAY

DB2 Column Name : YTD_T38_OT_PAY

Definition: **The Year to Date amount of overtime pay for he current pay period for the Title 38 employees.**

ELEMENT NAME : YTD TITLE38 REGULAR HOURS

DB2 Column Name : YTD_T38_REG_HRS

Definition: **The Year to Date Title 38 Regular Hours worked for the current pay period.**

ELEMENT NAME : YTD TITLE38 SATURDAY DIFF HOURS

DB2 Column Name : YTD_T38_SATDIF_HR

Definition: **The Year to Date Saturday Differential Hours worked for the current pay period for Title 38 employees.**

ELEMENT NAME : YTD TITLE38 SATURDAY DIFF PAY

DB2 Column Name : YTD_T38_SATDIF_PY

Definition: **The Year to Date Saturday Differential Pay amount for week 2 of a pay period for Title 38 employees.**

ELEMENT NAME : YTD TITLE38 SUNDAY DIFFERENTIAL HRS

DB2 Column Name : YTD_T38_SUNDIF_HR

Definition: **The Year to Date Sunday Differential Hours worked for the current pay period for Title 38 and Baylor employees.**

ELEMENT NAME : YTD TITLE38 SUNDAY DIFFERENTIAL PAY

DB2 Column Name : YTD_T38_SUNDIF_PY

Definition: **The Year to Date amount of Sunday differential pay for the current pay period for Title 38 and Baylor employees.**

ELEMENT NAME : YTD UNIFORM ALLOWANCE

DB2 Column Name : YTD_UNIF_ALLOW

Definition: **The Year To Date bi-weekly or hourly pay   authorized employees who are required by regulation or status to wear prescribed uniform in the performance of official duties.**

TABLE OF DEDUCTION DATA ELEMENTS DEFINITIONS

ELEMENT NAME : FEDERAL TAX(ADDITIONAL EXEMPTIONS)

DB2 Column Name : ADDL_FED_TAX_EXEM

Definition: **The additional federal tax exemption that an employee can claim.**

ELEMENT NAME : ORGANIZATION CODE (ADMIN-CODE)

DB2 Column Name : ADM_CD

Definition: **The organization to which the employee is assigned.**

ELEMENT NAME : APPOINTMENT NUMBER

DB2 Column Name : APPT_NO

Definition: **The identifies number assigned to an appointment.**

ELEMENT NAME : CITY TAX CODE

DB2 Column Name : CITY_TAX_CD

Definition: **The city in which the employee's salary is currently subject to tax.**

ELEMENT NAME : COUNTY STATE TAX CODE

DB2 Column Name : CNTY_ST_TAX_CD

Definition: **The county in which the employee's
salary is currently subject to tax.**

ELEMENT NAME : CPP CITY TAX

DB2 Column Name : CPP_CITY_TAX_DED

Definition: **The amount of city tax deduction for the**
                         current pay period.

ELEMENT NAME : CPP CIVIL SERVICE RETIREMENT DEDUCTION

DB2 Column Name : CPP_CSR_DED

Definition: **The amount of the employee Civil Service**
                    Retirement Plan deduction for the current pay period.

ELEMENT NAME : CPP CSR (EMPLOYER)

DB2 Column Name : CPP_CSR_EMPR

Definition: **The amount of the Government Civil Service Retirement Plan deduction**
                         for the current pay period

ELEMENT NAME : CPP FEDERAL WITHHOLDING

DB2 Column Name : CPP_FED_WITH_DED

Definition: **The amount of Federal tax withheld for the current   pay period.**

ELEMENT NAME : CPP FERS(AGENCY)

DB2 Column Name : CPP_FERS_AGY_DED

Definition: **The amount of employer's deduction for the Federal.**
                         Employees Retirement System for the current pay period.

ELEMENT NAME : CPP FERS(EMPLOYEE)

DB2 Column Name : CPP_FERS_EMP_DED

Definition: The amount of employee deduction for the Federal Employees Retirement System for the current pay period.

ELEMENT NAME : CPP FERS(PAY SUBJECT TO FERS)

DB2 Column Name : CPP_FERS_PAY_SUB

Definition: The pay subject to the deduction of Federal Employees Retirement System contributions.

ELEMENT NAME : CPP FICA(EMPLOYEE)

DB2 Column Name : CPP_FICA_DED

Definition: The employee's Federal insurance Contributions Act deduction for the current pay period.

ELEMENT NAME : CPP FICA(EMPLOYER)

DB2 Column Name : CPP_FICA_EMPR

Definition: The employer's Federal Insurance Contributions Act deduction for the current pay period.

ELEMENT NAME : CPP LEVY

DB2 Column Name : CPP_LEVY_DED

Definition: The authorized biweekly Pay Hours.

ELEMENT NAME : CPP EMPLOYER MEDICARE (PAY)

DB2 Column Name : CPP_MEDC_DED

Definition: The amount of employee's Medicare deduction for the current pay period.

ELEMENT NAME : CPP MEDICARE (Employer)

DB2 Column Name : CPP_MEDC_EMPR

Definition: The amount of the Government/Employer's Medicare deduction for the current pay period.

ELEMENT NAME : CPP PAY SUBJECT TO CSR WITHHOLDING

DB2 Column Name : CPP_PAY_S_CSR

Definition: The amount of pay subject to civil service retirement withholding for the current pay period.

ELEMENT NAME : CPP PAY SUBJECT TO FEDERAL TAX

DB2 Column Name : CPP_PAY_S_FEDTX

Definition: The Amount of pay subject to federal taxes/this is the amount taxed after thrift deduction is made.

ELEMENT NAME : CPP PAY SUBJECT TO FICA

DB2 Column Name : CPP_PAY_S_FICA

Definition: The amount of pay subject to Federal Insurance Contributions Act withholding for the current pay period.

ELEMENT NAME : CPP PAY SUBJECT TO MEDICARE TAX

DB2 Column Name : CPP_PAY_S_MEDC

Definition: **The amount of pay subject to Medicare tax**
                         for the current pay period.

ELEMENT NAME : CPP PHYSICIAN SPEC PAY-CSRS-EMPL

DB2 Column Name : CPP_PSP_CSRS

Definition: **Current pay period civil service retirement contributions are withheld**
                         from Physicians Special Pay at the same rate as withholdings form base
                         pay.

ELEMENT NAME : CPP PHYSICIAN SPEC PAY-CSRS-GOVT

DB2 Column Name : CPP_PSP_CSRS_GOV

Definition: **Current pay period Physicians Special Pay Civil Service Retirement**
                         system government share.

ELEMENT NAME : CPP PSP CIVIL SERVICE RETIREMENT PAY

DB2 Column Name : CPP_PSP_CSRS_PAY

Definition: **Current pay period Physicians Special Pay civil service**
                    retirement contributions are withheld from Physicians Special
                    Pay at the same rate as withholdings from base pay.

ELEMENT NAME : CPP PHYSICIAN SPEC PAY-FERS-EMPL

DB2 Column Name : CPP_PSP_FERS

Definition: **Current pay period Physicians Special Pay Federal Employee**
                         retirement contributions are withheld from physicians special pay at the
                         same rate as withholding from base pay.

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ELEMENT NAME : CPP PSP FEDERAL RETIREMENT SYSTEM(GOV)

DB2 Column Name : CPP_PSP_FERS_GOV

Definition: Current pay period Physicians Special Pay Federal Employee
Retirement Service Government Share.

ELEMENT NAME : CPP PSP FEDERAL RETIREMENT SYSTEM

DB2 Column Name : CPP_PSP_FERS

Definition: Current pay period Physicians Special Pay Federal Employee
retirement contributions are withheld from physicians special pay at the
same rate as withholding from base pay.

ELEMENT NAME : CPP PHYSICIAN SPEC PAY-FERS

DB2 Column Name : CPP_PSP_FERS_PAY

Definition: Current Pay Period Physicians Special Pay Federal Employment
Retirement contributions are withheld from Physicians Special Pay at the
same rate as withholdings from base pay.

ELEMENT NAME : CPP STATE TAX

DB2 Column Name : CPP_STATE_TAX_DED

Definition: The amount of tax deduction for the current pay period.

ELEMENT NAME : EARNED INCOME CREDIT (STATUS CODE)

DB2 Column Name : EIC_STAT_CD

Definition: Defines if you received earned income credit.

ELEMENT NAME : FEDERAL TAX(OPTIONAL)

DB2 Column Name : FED_OPT_TAX_DED

Definition: Federal tax options deductions

ELEMENT NAME : FEDERAL TAX(MARITAL STATUS)

DB2 Column Name : FED_TAX_MAR_STAT

Definition: Federal tax marital status.

ELEMENT NAME : INSTITUTE CENTER DIVISION

DB2 Column Name : ICD

Definition: Institute/Center Division

ELEMENT NAME : LEVY TOTAL AMOUNT

DB2 Column Name : LEVY_TOTAL_AMT

Definition: Total amount of levy

ELEMENT NAME : PAY PERIOD ENDING DATE

DB2 Column Name : PAY_PER_END_DTE

Definition: The Processing Pay Period Ending Date.

ELEMENT NAME : PSP CIVIL SERVICE RETIREMENT SYSTEM BALANCE

DB2 Column Name : PSP_CSRS_BAL

Definition: **Physicians Special Pay Civil Service Retirement system balance. The Retirement contributions are withheld from physicians special pay at the same rate as withholding from base pay.**

ELEMENT NAME : REFUND CODE

DB2 Column Name : REF_CD

Definition: **The type of refund being made.**
Valid code: 1-Indebtedness

ELEMENT NAME : SOCIAL SECURITY NUMBER

DB2 Column Name : SSN

Definition: **The employee's social security number.**

ELEMENT NAME : STATE TAX CODE

DB2 Column Name : STATE_TAX_CD

Definition: **The state to which state tax deductions are to be credited.**

ELEMENT NAME : STATE TAX EXEMPTIONS

DB2 Column Name : STATE_TAX_EXEM

Definition: State tax exemptions.

ELEMENT NAME : STATE TAX(MARITAL STATUS)

DB2 Column Name : STATE_TAX_MAR_STA

Definition: State tax marital status

ELEMENT NAME : STATE TAX(OPTIONAL)

DB2 Column Name : STATE_TAX_OPT_DED

Definition: State tax options deductions

ELEMENT NAME : TOTAL FEDERAL TAX EXEMPTIONS

DB2 Column Name : TOT_FED_TAX_EXEM

Definition: The total amount of federal tax exemptions

ELEMENT NAME : YTD CITY TAX

DB2 Column Name : YTD_CITY_TAX_DED

**Definition: The year to date amount of city tax deduction for the current pay
                        period.**

ELEMENT NAME : YTD FEDERAL TAX

DB2 Column Name : YTD_FED_TX_DED

**Definition: The year to date amount of Federal tax withheld for the current pay
                        period.**

ELEMENT NAME : YTD NON-TAXABLE PAY

DB2 Column Name : YTD_NON_TAX_PAY

Definition: Year to Date of nontaxable pay.

ELEMENT NAME : YTD PHYSICIAN SPEC PAY(CSRS-EMPL)

DB2 Column Name : YTD_PSP_CSRS

**Definition: Year to Date Physicians Special Pay Civil Service Retirement
                      Contributions are withheld from Physicians Special Pay at the same
                      rate as withholdings from base pay.**

ELEMENT NAME : YTD PHYSICIAN SPEC PAY(CSRS-GOVT)

DB2 Column Name : YTD_PSP_CSRS_GOV

**Definition: Year to Date Physicians Special Pay Civil Service Retirement System
                      Government Share.**

ELEMENT NAME : YTD PSP CIVIL SERVICE RETIREMENT SYSTEM PAY

DB2 Column Name : YTD_PSP_CSRS_PAY

**Definition: Year to Date Physicians Special Pay Civil Service Retirement
                     Contributions are withheld from Physicians Special Pay at
                     the same rate as withholding from base pay.**

ELEMENT NAME : YTD PHYSICIAN SPEC PAY(FERS-EMPL)

DB2 Column Name : YTD_PSP_FERS

**Definition: Year To Date Physicians Special Pay Federal Employment Retirement
                      contributions are withheld from Physical Special Pay at the same rate as
                      withholding from base pay.**

ELEMENT NAME : YTD PHYSICIAN SPEC PAY(FERS-GOVT)

DB2 Column Name : YTD_PSP_FERS_GOV

Definition: **Year to Date Physicians Special Pay Federal Employee Retirement System Government Share.**

ELEMENT NAME : YTD PSP FEDERAL RETIREMENT SYSTEM PAY

DB2 Column Name : YTD_PSP_FERS_PAY

Definition: **Year to Date Physicians Special Pay Federal Employee Retirement contributions are withheld from Physicians Special at the same rate as withholding from base pay**

ELEMENT NAME : YTD STATE TAX1 DEDUCTION

DB2 Column Name : YTD_ST_TX1_DED

Definition: **Year to Date state tax1 deduction**

ELEMENT NAME : STATE TAX YTD(STATE NUMBER ONE GROSS)

DB2 Column Name : YTD_ST_TX1_GROSS

Definition: **Year to Date state tax1 gross is a primary tax of your current residential.**

ELEMENT NAME : STATE TAX YTD(STATE NUMBER TWO)

DB2 Column Name : YTD_ST_TX2_DED

Definition: **The Year to Date state tax number two deductions.**

ELEMENT NAME : STATE TAX YTD(STATE NUMBER TWO GROSS)

DB2 Column Name : YTD_ST_TX2_GROSS

Definition: **Year to Date state tax2 gross is your prior out of state residence.**

TABLE OF ADJ ELEMENTS DEFINITIONS

ELEMENT NAME : BOND

DB2 Column Name : ADJ_BND_DED

Definition: **The adjusted the current pay period deduction for savings bonds.**

ELEMENT NAME : BASE PAY

DB2 Column Name : ADJ_BSE_PAY

Definition: **The adjusted base pay for the current pay period.**

ELEMENT NAME : CHARITY

DB2 Column Name : ADJ_CHAR_DED

Definition: **The adjusted amount of a charity deduction for the current pay period.**

ELEMENT NAME : COST OF LIVING PAYMENT

DB2 Column Name : ADJ_COLA_PAY

Definition: **The adjusted amount of base pay authorized during the current pay period due to living costs substantially higher than in the District of Columbia or conditions of environment in the continental Unites States and warrant an allowance as a recruitment incentive or both to the above factors.**

ELEMENT NAME : CASH AWARD

DB2 Column Name : ADJ_CSH_AWD

Definition: **The adjusted amount of a case award during the current pay period.**

ELEMENT NAME : CIVIL SERVICE RETIREMENT

DB2 Column Name : ADJ_CSR_DED

Definition: **The adjusted amount of the employee Civil Service Retirement Plan deduction for the current pay period.**

ELEMENT NAME : CIVIL SERVICE RETIREMENT (EMPLY)

DB2 Column Name : ADJ_CSR_EMP_DED

Definition: **The adjusted amount of the employee Civil Service Retirement Plan deduction for the current pay period.**

ELEMENT NAME : CSR WAGE

DB2 Column Name : ADJ_CSR_WAGES

Definition: **Amount of Civil Service Retirement System wages contributed.**

ELEMENT NAME : EARNED INCOME CREDIT PAYMENT

DB2 Column Name : ADJ_EIC_PAY

Definition: **The adjusted earned income credit pay for the current pay period.**

ELEMENT NAME : FEDERAL WITHHOLDING

DB2 Column Name : ADJ_FED_WITH_DED

Definition: The adjusted amount of Federal tax withheld for current pay period.

ELEMENT NAME : FEGLI(OPTION B)

DB2 Column Name : ADJ_FEGLI_OPTB

Definition: The adjusted amount of deduction for Federal Employee's Group Life Insurance Optional Coverage B for the current pay period. – Additional basic life insurance coverage for the employee.

ELEMENT NAME : FEGLI(OPTION C)

DB2 Column Name : ADJ_FEGLI_OPTC

Definition: The adjusted amount of deduction for Federal Employee's Group Life Insurance Optional Coverage C for the current pay period. – Family coverage.

ELEMENT NAME : FERS EMPLOYEE

DB2 Column Name : ADJ_FERS_EMP_DED

Definition: The adjusted amount of employee deduction for the Federal Employee Retirement System for the current pay period.

ELEMENT NAME : FERS WAGES

DB2 Column Name : ADJ_FERS_WAGES

Definition: The adjusted Federal Employees' Retirement System wages.

ELEMENT NAME : FICA

DB2 Column Name : ADJ_FICA_DED

Definition: **The adjusted employee's Federal Insurance Contributions Act deduction of the current pay period.**

ELEMENT NAME : FICA (EMPLOYEE)

DB2 Column Name : ADJ_FICA_EMP_DED

Definition: **The adjusted employee's Federal Insurance Contributions Act deduction of the current pay period.**

ELEMENT NAME : FICA WAGES

DB2 Column Name :   ADJ_FICA_WAGES

Definition: The adjusted FICA Wages.

ELEMENT NAME : GROSS PAYMENT

DB2 Column Name : ADJ_GRS_PAY

Definition: The adjusted gross pay for the current pay period.

ELEMENT NAME : HEALTH BENEFITS EMPLOYEE

DB2 Column Name : ADJ_HLTH_DED

Definition: The adjusted employee's biweekly health benefits deductions.

ELEMENT NAME : HEALTH BENEFITS EMPLOYER

DB2 Column Name : ADJ_HLTH_EMPR

Definition: The adjusted amount of the employer health benefits deduction for the current pay period.

ELEMENT NAME : HOLIDAY PAY

DB2 Column Name : ADJ_HOL_PAY

Definition: The adjusted amount of holiday pay for the current pay period.

ELEMENT NAME : LIFE INSURANCE BASIC OPTIONAL

DB2 Column Name : ADJ_LI_OPT_DED

Definition: The adjusted employee's contribution to Federal Employees' Group Life Insurance-basic optional for the current pay period.

ELEMENT NAME : LIFE INSURANCE REGULAR

DB2 Column Name : ADJ_LI_REG_DED

Definition: The adjusted employee's contribution to Federal Employees' Group Life insurance-Regular-for the current pay period.

ELEMENT NAME : LUMP SUM LEAVE PAYMENT

DB2 Column Name : ADJ_LMPSUM_LVPY

Definition: The adjusted lump sum annual leave payment in the current pay period.

ELEMENT NAME   :   LAUNDRY

DB2 Column Name : ADJ_LNDRY_DED

Definition: **The adjusted authorized bi-weekly deduction for receiving laundry services from a government institution.**

ELEMENT NAME   :   MEDICARE

DB2 Column Name : ADJ_MEDC_DED

Definition: **The adjusted amount of employee's Medicare deduction for the current pay period.**

ELEMENT NAME   :   MEDICARE EMPLOYER

DB2 Column Name :   ADJ_MEDC_EMP_DED

Definition: **The adjusted amount of the Government/Employer's Medicare deduction of the current pay period.**

ELEMENT NAME   :   MEDICARE WAGES

DB2 Column Name : ADJ_MEDC_WAGES

Definition: **The adjusted Medicare Wages.**

ELEMENT NAME   : NIGHT DIFFERENTIAL PAY

DB2 Column Name : ADJ_ND_PAY

Definition: **The adjusted total night differential pay for the current pay period.**

ELEMENT NAME : NET PAYMENT

DB2 Column Name : ADJ_NET_PAY

Definition: Identifies adjusted the net pay for the current pay period

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ELEMENT NAME : OVERTIME PAY

DB2 Column Name : ADJ_OT_PAY

Definition: Identifies adjusted the amount of overtime pay in the current pay period.

ELEMENT NAME : PAY NOT SUBJECT TO WITHHOLDING

DB2 Column Name : ADJ_PAY_NS_WIT

Definition: Identifies adjusted the amount of pay subject to civil service retirement withholding for the current pay period.

ELEMENT NAME : PHYSICIAN COMP ALLOWANCE PAY

DB2 Column Name :   ADJ_PCA_PAY

Definition: Identifies adjusted the Physician Comparability Allowance in the current pay period.

ELEMENT NAME : POST DIFFERENTIAL PAY

DB2 Column Name : ADJ_PD_PAY

Definition: Identifies adjusted the authorized post differential pay per pay period.

ELEMENT NAME : PSP CIVIL SERVICE RETIREMENT SYSTEM

DB2 Column Name : ADJ_PSP_CSRS

Definition: **Adjusted Physicians Special Pay Civil Service Retirement System amount.**

ELEMENT NAME : PHYSICIAN SPEC PAY - CSRS(GOVT)

DB2 Column Name : ADJ_PSP_CSRS_GOV

Definition: **Adjusted Physicians Special Pay Civil Service Retirement System amount, Government share.**

ELEMENT NAME : PHYSICIAN SPEC PAY - CSRS(B PAY)

DB2 Column Name : ADJ_PSP_CSRS_PAY

Definition: **Adjusted Physicians Special Pay Civil Service Retirement System Pay**

ELEMENT NAME : PHYSICIAN SPEC PAY - FERS(EMPLOYEE)

DB2 Column Name : ADJ_PSP_FERS

Definition: **Adjusted Physicians Special Pay Federal Employment Retirement System amount.**

ELEMENT NAME : PHYSICIAN SPEC PAY - FERS(GOVT)

DB2 Column Name : ADJ_PSP_FERS_GOV

Definition: **Adjusted Physicians Special Pay employment retirement system amount Government share.**

ELEMENT NAME   :   PHYSICIAN SPEC PAY - FERS(B PAY)

DB2 Column Name :   ADJ_PSP_FERS_PAY

Definition: **Adjusted Physicians Special Pay Federal Employment Retirement system pay.**

ELEMENT NAME   :   PHYSICIAN SPEC PAY

DB2 Column Name :   ADJ_PSP_PAY

Definition: **Adjusted Physicians Special Pay for the current pay period.**

ELEMENT NAME   :   SUNDAY DIFFERENTIAL PAY

DB2 Column Name :   ADJ_SD_PAY

Definition: **The amount of Sunday Differential pay for the current pay period.**

ELEMENT NAME   :   STATE TAX DEDUCTION #1

DB2 Column Name :   ADJ_ST_TX_DD1

Definition: **Adjusted state tax deduction 1 is your current state taxes are deducted.**

ELEMENT NAME   :   STATE TAX DEDUCTION #2

DB2 Column Name :   ADJ_ST_ TX_DD2

Definition: **Adjusted the amount of deductions of your prior state tax are deducted.**

ELEMENT NAME : TSPA PAY SUBJECT TO DEDUCTION

DB2 Column Name : ADJ_TSPA_PAY_SUB

Definition: **The adjusted pay subject to deduction for the Thrift Savings Plan for the current pay period.**

ELEMENT NAME : UNION DEDUCTION

DB2 Column Name : ADJ_UNN_DED

Definition: **The adjusted deduction amount of union dues.**

ELEMENT NAME : ORGANIZATION CODE(ADMIN-CODE)

DB2 Column Name : ADM_CD

Definition: **The adjusted the organization to which the employee is assigned.**

ELEMENT NAME : APPOINTMENT NUMBER

DB2 Column Name :   APPT_NO

Definition: **The identification number assigned to an appointment.**

ELEMENT NAME : ICD INITIALS

DB2 Column Name : ICD

Definition: **Institutes Centers Divisions**

ELEMENT NAME : PAY PERIOD END DATE

DB2 Column Name : PAY_PER_END_DTE

Definition: **The Processing Pay Period Ending Date.**

ELEMENT NAME : SOCIAL SECURITY NUMBER

DB2 Column Name : SSN

Definition: **The employee's social security number.**

TABLE OF LEAVE ELEMENT DEFINITIONS

ELEMENT NAME : ORGANIZATION CODE (ADMIN-CODE)

DB2 Column Name : ADM CD

Definition: The organization to which the employee is assignment.

ELEMENT NAME : ANNUAL LEAVE MAXIMUM NUMBER

DB2 Column Name : AN_LV_MAX_COVER

Definition: The maximum number of hours of annual leave that can be carried over at the end of the leave year.

ELEMENT NAME : ANNUAL LEAVE(PRIOR BALANCE)

DB2 Column Name : AN_LV_PRYR_BAL

Definition: The number of hours of annual leave at the end of the preceding leave year.

ELEMENT NAME : ANNUAL LEAVE PART-TIME HOURS WORKED

DB2 Column Name : AN_LV_PTHR_WK

Definition: For part-time employees the number of hours carried over for the computation of annual leave accruals.

ELEMENT NAME : ANNUAL LEAVE USE OR LOSE

DB2 Column Name : AN_LV_USE_LOSE

Definition: The current use or lose annual leave balance.

ELEMENT NAME : ANNUAL LEAVE VALUE

DB2 Column Name : AN_LV_VALUE

Definition: **The value of your annual leave if you were to separate from   federal service.**

ELEMENT NAME : APPOINTMENT NUMBER

DB2 Column Name :   APPT_NO

Definition: **The identification number assignment to an appointment.**

ELEMENT NAME : ANNUAL LEAVE(CURRENT BALANCE)

DB2 Column Name : CBAL_AN_LV

Definition: **The number of hours of annual leave in an employee's current balance.**

ELEMENT NAME : CURRENT BALANCE AL ADVANCED

DB2 Column Name : CBAL_AN_LV_ADV

Definition: **The current balance of hours of advanced annual leave.**

ELEMENT NAME : COMPENSATORY LEAVE(CURRENT BALANCE)

DB2 Column Name : CBAL_CMP_LV

Definition: **The current balance of compensatory leave.**

ELEMENT NAME : CURRENT BALANCE INTR

DB2 Column Name : CBAL_DAYS_INTR

Definition: **The current balance of the number of days of intermittent work.**

ELEMENT NAME : SICK LEAVE(CURRENT BALANCE)

DB2 Column Name : CBAL_SK_LV

Definition: **The current balance of sick leave.**

ELEMENT NAME : SICK LEAVE ADVANCE CREDIT BALANCE

DB2 Column Name : CBAL_SK_LV_ADV

Definition: **The current balance of the number of hours of advanced sick leave.**

ELEMENT NAME : ADMINISTRATIVE LEAVE(CPP)

DB2 Column Name : CPP_ADM_LV

Definition: **The number of hours of administrative leave used in the current pay period.**

ELEMENT NAME : ANNUAL LEAVE ADVANCED(CPP)

DB2 Column Name :   CPP_AN_LV_ADV

Definition: **The number of hours of annual leave advanced in the current pay period.**

ELEMENT NAME : ANNUAL LEAVE EARNED(CPP)

DB2 Column Name : CPP_AN_LV_ERND

Definition: **The number of hours of annual leave earned in the current pay period.**

ELEMENT NAME : ANNUAL LEAVE USED(CPP)

DB2 Column Name : CPP_AN_LV_USD

Definition: **The number of hours of annual leave used in the current pay period.**

ELEMENT NAME : ABSENT WITHOUT LEAVE(CPP)

DB2 Column Name : CPP_AWOL

Definition: **The number of hours AWOL charge in the current pay period.**

ELEMENT NAME : COMPENSATORY LEAVE EARNED(CPP)

DB2 Column Name : CPP_CMP_LV_ERN

Definition: **The number of hours of compensatory leave earned in the current pay period.**

ELEMENT NAME : COMPENSATORY LEAVE USED(CPP)

DB2 Column Name : CPP_CMP_LV_USD

Definition: **The number of hours of compensatory leave used in the current pay period.**

ELEMENT NAME : COMPENSATORY LEAVE(CPP)

DB2 Column Name : CPP_CMP_TME

Definition: Current Pay Period for comp time.

ELEMENT NAME : COURT LEAVE(CPP)

DB2 Column Name : CPP_CRT_LV

Definition: **The amount of court leave for the current pay period.**

ELEMENT NAME : COURT LEAVE USED(CPP)

DB2 Column Name : CPP_CRT_LV_USD

Definition: **The amount of court leave used for current pay period.**

ELEMENT NAME : INTERMITTENT DAYS WORKED(CPP)

DB2 Column Name : CPP_DAYS_INTR

Definition: **The number of days of intermittent work in the current pay period.**

ELEMENT NAME : LEAVE WITHOUT PAY(CPP)

DB2 Column Name : CPP_LWOP

Definition: **The number of hours of Leave Without Pay in the current pay period.**

ELEMENT NAME : MILITARY LEAVE(CPP)

DB2 Column Name : CPP_MIL_LV

Definition: **Current Pay Period for Military leave.**

ELEMENT NAME : SICK LEAVE ADVANCED(CPP)

DB2 Column Name : CPP_SK_LV_ADV

Definition:　　　　**The number of hours of sick leave advanced in the current pay period.**

ELEMENT NAME : CPP SICK LEAVE EARNED

DB2 Column Name : CPP_SK_LV_ERN

Definition:　　　　**The number of hours of sick leave earned in the current pay period.**

ELEMENT NAME : SICK LEAVE USED(CPP)

DB2 Column Name : CPP_SK_LV_USD

Definition:　　　　**The number of hours of sick leave used in the current pay period.**

ELEMENT NAME : ICD INITIALS

DB2 Column Name : ICD

Definition:　　　　**Institute / Center / Division.**

ELEMENT NAME : INCENTIVE TIME CURRENT BALANCE

DB2 Column Name : INCENT_TME_CBAL

Definition:　　　　**Current balance for time off incentive award.**

ELEMENT NAME   : INCENTIVE TIME EARNED

DB2 Column Name   : INCENT_TME_ERN

Definition: **Amount earned for amount received.**

ELEMENT NAME   : INCENTIVE TIME USED

DB2 Column Name   : INCENT_TME_USD

Definition: **Time used incentive used.**

ELEMENT NAME   : LWOP/AWOP SINCE LAST STEP INCREASE

DB2 Column Name   : LWOP_AWOP_LSPSI

Definition: **The number of hours of Leave Without Pay or Absence Without Pay
since the employee's last periodic step increase.**

ELEMENT NAME   : PAY PERIOD END DATE

DB2 Column Name   : PAY_PER_END_DTE

Definition: **The Processing Pay Period Ending Date.**

ELEMENT NAME   : SICK LEAVE PRIOR YEAR BALANCE

DB2 Column Name   : SK_LV_PRYR_BAL

Definition: **The amount of sick leave carried over by the employee from the
previous year.**

ELEMENT NAME   : SICK LEAVE PART-TIME HRS WORKED

DB2 Column Name : SK_LV_PTHR_WK

Definition: **The number of hours worked for part-time employees in the current pay period.**

ELEMENT NAME   : SICK LEAVE VALUE

DB2 Column Name : SK_LV_VALUE

Definition: **The value of your sick leave.**

ELEMENT NAME   : SOCIAL SECURITY NUMBER

DB2 Column Name : SNN

Definition: **Identifies the employee's social security number.**

ELEMENT NAME   : ANNUAL LEAVE(UNCOMMON TOUR OF DUTY)

DB2 Column Name :   UNC_TOUR_AN_LV

Definition: **The uncommon tour of duty factor that converts by multiplying the weight of a tour greater than 80 hours to the equivalent of an 80 hour tour for purpose of computing annual leave accrual.**

ELEMENT NAME   : SICK LEAVE UNCOMMON TOUR OF DUTY

DB2 Column Name : UNC_TOUR_SK_LV

Definition: **A number that converts by multiplying the weight of a tour greater than eighty hours to the equivalent of an eighty hour tour for purposes of computing sick leave accumulated.**

ELEMENT NAME : ADMINISTRATIVE LEAVE(YTD)

DB2 Column Name : YTD_ADM_LV

Definition: **The amount of hours of administrative leave used in the current pay period.**

ELEMENT NAME : ANNUAL LEAVE EARNED(YTD)

DB2 Column Name : YTD_AN_LV_ERND

Definition: **The number of hours of annual leave earned to date this leave year.**

ELEMENT NAME : ANNUAL LEAVE USED(YTD)

DB2 Column Name : YTD_AN_LV_USD

Definition: **The number of hours of annual leave used from the beginning of the leave year to date.**

ELEMENT NAME : ABSENT WITHOUT LEAVE(YTD))

DB2 Column Name : YTD_AWOL

Definition: **The number of hours of AWOL charged year to date.**

ELEMENT NAME : COURT LEAVE(YTD)

DB2 Column Name : YTD_CRT_LV

Definition: **The amount of court leave charged year to date.**

ELEMENT NAME : COURT LEAVE USED(YTD)

DB2 Column Name : YTD_CRT_LV_USD

Definition: **The amount of court leave used for year to date.**

ELEMENT NAME : YTD DAYS INTR

DB2 Column Name : YTD_DAYS_INTR

Definition: **The number of days of intermittent work year to date.**

ELEMENT NAME : LEAVE WITHOUT PAY(YTD)

DB2 Column Name : YTD_ LWOP

Definition: **The number of hours of Leave Without Pay in the year to date.**

ELEMENT NAME : MILITARY LEAVE(YTD)

DB2 Column Name : YTD_MIL_LV

Definition: **Military leave for year to date.**

ELEMENT NAME : SICK LEAVE EARNED(YTD)

DB2 Column Name : YTD_SK_LV_ERND

Definition: **The number of hours of sick leave earned year to date.**

ELEMENT NAME : SICK LEAVE USED(YTD)

DB2 Column Name : YTD_SK_LV_USD

Definition: **The number of hours of sick leave used year to date.**

PSP DEFINITIONS

ELEMENT NAME : ADMINISTRATIVE CODE

DB2 Column Name : ADM_CD

Definition: A code that defines the organizational component to which the employee is assigned. If applicable, a dash (-) is also permitted. For the most recent organizational codes contact OHRM for an updated Administrative codes listing.

ELEMENT NAME : ANNUITY CREDIT DATE

DB2 Column Name : PSP_ ANN_CR_DTE

Definition: Date on which PSP begins to be creditable for retirement annuity calculation purposes.

ELEMENT NAME : ANNUITY PHASE IN DATE

DB2 Column Name : PSP_ANN_PH_DTE

Definition: For physicians/dentists with service that precedes the authorization of PSP, the 8 year phase-in of the use of PSP in the calculation on annuity begins on the date hired at NIH or the date HHS received the authority to begin paying PSP (12/14/93), whichever is later.

ELEMENT NAME : BOARD CERTIFICATION 1

DB2 Column Name : PSP_BOARD_CERT1

Definition: This component is payable to individuals who have one or more current speciality certificates or subspecialty certificates from the American Board of Medical Specialties, the Advisory Board for Osteopathic Specialties, or the Council on Dental Education, American Dental Association

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ELEMENT NAME : BOARD CERTIFICATION 2

DB2 Column Name : PSP_BOARD_CERT 2

Definition: Subspecialty certification or secondary board certification from the American Board of Medical Specialties, the Advisory Board for Osteopathic Specialties, or the Council on Dental Education , American Dental Association.

ELEMENT NAME   :   BOARD CERTIFICATION PAY – For MD's and DDS's 1

DB2 Column Name :   PSP_BOARD_CERT_PY

Definition: **The amount for a specialty certification or first board certification is $2,000. The amount for a subspecialty certification or secondary board certification is an additional $500.**

ELEMENT NAME   :   CONTRACT END DATE

DB2 Column Name : PSP_CONT_END_DTE

Definition: **The date the current PSP contract ends and PSP can no longer be paid**.

ELEMENT NAME   :   CONTRACT START DATE

DB2 Column Name :   PSP_CONT_STRT_DTE

Definition: **The date the current PSP contract is effective and PSP begins to be applied.**

ELEMENT NAME   :   DOCTORATE TYPE

DB2 Column Name :   PSP_DOC_TYPE

Definition:

ELEMENT NAME   :   EXCEPTIONAL QUALIFICATION PAY

DB2 Column Name :   PSP_EXC_QUAL_PAY

Definition: **Payable to individuals who possess exceptional qualifications within a specialty. The total amount of PSP paid by physicians who possess the same length of service and occupy the same position within the same specialty must be equal. Maximum amount is $15,000 for MDs; $5,000 for DDSs.**

ELEMENT NAME :   EXECUTIVE PAY

DB2 Column Name :   PSP_EXEC_PAY

**Definition: MD Service Chiefs ($4,000 - $15,000) and Chiefs of Staff ($14,500 - $25,000).
DDS Service Chiefs ($1,000 - $5,000) and Chiefs of Staff ($1,000 - $8,000)**

_____

ELEMENT NAME :   FULL-TIME STATUS PAY

DB2 Column Name :   PSP_FT_PAY

**Definition: Physicians/dentists employed on a full-time basis shall be paid PSP for full-time
status and are considered to be in on-call status 24 hours a day, 7 days a week.
Therefore, they are not eligible for overtime, compensatory time, or credit
hours. This factor is to be uniformly applied to covered physicians. The
amount may not be negotiated nor may it be prorated for part-time service.
The full-time pay is $9,000 for physicians; $3,500 for dentists.**

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ELEMENT NAME :   GEOGRAPHIC LOCATION

DB2 Column Name :   PSP_GEO_LOC

**Definition: This component is payable to physicians/dentists who provide services in a
specific category of position or specialty at a geographic location for which
there is an extraordinary difficulty in the recruitment/retention of qualified
physicians/dentists.**

_____

ELEMENT NAME :   GEOGRAPHIC PAY

DB2 Column Name :   PSP_GEO_PAY

**Definition: NIH authorizes this pay component for MDs in Radiology in the amount
of $17,000.**

ELEMENT NAME : INSTITUTE/CENTER/DIVISION

DB2 Column Name :   ICD

Definition: **The ICD initials of each organization at the NIH.**

ELEMENT NAME :   LENGTH OF CONTRACT IN YEARS

DB2 Column Name :   PSP_LOC_YRS

Definition: **Those approved for receipt of PSP must sign a 1, 2, 3, or 4-year service agreement.**

ELEMENT NAME :   LENGTH OF SERVICE DATE

DB2 Column Name :   PSP_LOS_DTE

Definition: **The date used to compute the years of qualifying service.**

ELEMENT NAME : LENGTH OF SERVICE PAY

DB2 Column Name : PSP_LOS_PAY

Definition: The monetary amounts for specific length of services are:

Medical Officers:

LOS years	LOS pay	LOS Years	LOS pay
2 years	$4,000	9 years	$13,000
3 years	$5,000	10 years	$14,000
4 years	$6,000	11 years	$15,000
5 years	$8,000	12 years	$16,000
6 years	$9,000	13 years	$17,000
7 years	$10,000	14 or more	$18,000
8 years	$12,000		

Dentists:

LOS years	LOS pay
2-4	$1,000
4-8	$2,000
8-12	$3,000
12-15	$3,500
15+	$4,000

ELEMENT NAME : LENGTH OF SERVICE YEARS

DB2 Column Name : PSP_LOS_YRS

Definition: Based on the number of whole years of qualifying service, i.e., employment as an officer in the PHS Commissioned Corps or as a civilian employee as a physician or dentist in Title 5 or Title 42; with an Indian Health Service tribal government or organization; or with the Department of Veterans Affairs (under specific authorities).

ELEMENT NAME :   LOCAL OR NATIONAL SCARCITY CODE

DB2 Column Name :   PSP_LOC_NAT_CDE

Definition: This is not a code but rather a "check one or the other" option. NIH's SMSs are all nationwide.

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ELEMENT NAME :   PAY PERIOD ENDING DATE

DB2 Column Name :   PAY_PER_END_DTE

Definition: Identifies the Processing Pay Period Ending Date.

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ELEMENT NAME :   PERCENT OF TIME IN SCARCITY

DB2 Column Name :   PSP_SCAR_TME_PCT

Definition: Percentage of time spent in specialty. The amount of time is prorated with Executive Responsibility. The percent of time in Scarce Medical Specialty and the percent of time in Executive Responsibility must equal 100 percent.

_____

ELEMENT NAME :   PCT OF TIME IN EXECUTIVE POSITION

DB2 Column Name :   PSP_TIMEIN_EXEC

Definition: This payment is prorated for the proportion of time a physician spends performing executive duties vs. as a non-managerial/supervisory medical specialist.

ELEMENT NAME : SCARCITY PAY:

DB2 Column Name : PSP_SCAR_PAY

Definition: <u>Scarce Medical Specialty</u> - Scarce Medical Specialty pay is payable to physicians who are specialty-trained and provide services in one of the following approved Scarce Medical Specialties:

<u>**Scarce Medical Specialties and Aproved Pay Ranges**</u>

Anesthesiology	**$0 - $40,000**	**Otolaryngology**	**$0 - $30,000**
Cardiac Surgery	**$0 - $40,000**	**Pathology**	**$0 - $20,000**
Cardiology	**$0 - $30,000**	**Physical Med & Rehab**	**$0 - $15,000**
Gastroenterology	**$0 - $20,000**	**Plastic Surgery**	**$0 - $40,000**
General Surgery	**$0 - $30,000**	**Primary Care**	**$0 - $15,000**
Gynecology	**$0 - $40,000**	**Psychiatry**	**$0 - $20,000**
Neurosurgery	**$0 - $40,000**	**Radiology**	**$0 - $40,000**
Nuclear Medicine	**$0 - $30,000**	**Thoracic Surgery**	**$0 - $40,000**
Opthaemology	**$0 - $40,000**	**Urology**	**$0 - $30,000**
Orthopedic Surgery	**$0 - $40,000**	**Vascular Surgery**	**$0 - $40,000**

ELEMENT NAME : SCARCITY SPECIALTY CODE

DB2 Column Name : PSP_SCAR_CDE

Definition: See Appendix A, Code Chart 32 (definitions of coding)

Coded for MDs/DDs only.

Lookup Table: See Appendix C, agc1pst.scar_codes

ELEMENT NAME : SOCIAL SECURITY NUMBER

DB2 Column Name : SSN

Definition: The employee's social security number.

ELEMENT NAME : SOCIAL SECURITY NUMBER

DB2 Column Name :   SSN

Definition: The employee's social security number.

APPENDIX A

CODE CHARTS

Award Types:

CODE   DEFINITION

       (SES RANKS)

01   **Distinguished Executive Rank ($20,000)**
02   **Meritorious Executive Rank ($10,000)**

       (DHHS LEVEL AWARDS)

10   **Secretary's Recognition Award**
11   **Secretary's Award for Exceptional Achievement**
12   **Secretary's Special Citation**
13   **Distinguished Service Award**
14   **Departmental Management Award**
15   **DHHS Volunteer Award**
16   **DHHS Outstanding Handicapped Employee**
17   **DHHS Equal Opportunity Achievement Award**
18   **DHHS Small and Disadvantage. Business Achieve.Award**
19   **DHHS Suggester of the Year**
20   **Secretary of the month award**

         (PHS HONOR AWARDS)

30   **PHS Superior Service Award**
31   **PHS Special Recognition Award**
32   **Assist. Sec. for Health Award for Except. Achieve.**
33   **PHS Equal Opportunity Achievement Award**
34   **PHS Outstanding Handicapped Employ. Award**
35   **PHS Nurse of the Year Award**
36   **PHS Volunteer Award**
37   **Assist. Sec. for Health's Special Citation**

       (NIH HONOR AWARDS)

40   **NIH Director's Award**
41   **Harvey J. Bullock, Jr. Award (EEO achieve.)**
42   **NIH Equal Employ. Opportunity Award**

Award Types:

<u>CODE</u>   <u>DEFINITION</u>

(IC HONOR AWARDS)

50	NIH Merit Award
51	ICD EEO Special Achievement Award

SPECIAL ACHIEVEMENT AWARDS)

60	Cash Award - Special Achieve.
61	Work Performance Cash Award less than $3000
62	Work Performance Cash Award for $3000 or more
63	Special Act or Service Award less than $3000, Intangible benefits(Individual)
64	Special Act or Service Award $3000 or more, Intangible benefits(Individual)
65	Special Act or Service Award less than $3000, Tangible benefits(Individual)
66	Special Act or Service Award $3000 or more, Tangible benefits(Individual)
67	Special Act or Service Award less than $3000, Tangible and Intangible benefits(Individual)
68	Special Act or Service Award $3000 or more, Tangible and Intangible benefits(Individual)
69	Group Special Act or Service Award less than $3000, Intangible benefits(Group)
70	Group Special Act or Service Award $3000 or more, Intangible benefits(Group)
71	Group Special Act or Service Award less than $3000, Tangible benefits(Group)
72	Group Special Act or Service Award $3000 or more, Tangible benefits(Group)
73	Group Special Act or Service Award less than $3000, Tangible and Intangible benefits(Group)
74	Group Special Act or Service Award $3000 or more, Tangible and Intangible benefits(group)

(COMMISSIONED CORPS AWARDS)

80	Distinguished Service Medal
81	Meritorious Service Medal
82	Outstanding Service Medal
83	Commendation Medal

Award Types:

<u>CODE</u>   <u>DEFINITION</u>

  84   Achievement Medal
  85   PHS Citation
  86   Outstanding Unit Citation87
  87   Unit Commendation
        OTHER AWARDS)

  98   Quality Increases (do not code)
  99   All other government and non-government awards

Academic Discipline Codes:

CODE	DEFINITION
520301	ACCOUNTING
520302	ACCOUNTING TECHNICIAN
520399	ACCOUNTING, OTHER
400809	ACOUSTICS
500503	ACTING AND DIRECTING
520802	ACTUARIAL SCIENCE
512701	ACUPUNCTURE AND ORIENTAL MEDICINE
310502	ADAPTED PHYSICAL EDUCATION/THERAPEUTIC RECREATION
130402	ADMINISTRATION OF SPECIAL EDUCATION
520499	ADMINISTRATIVE AND SECRETARIAL SERVICES, OTHER
520401	ADMINISTRATIVE ASSISTANT/
131201	ADULT AND CONTINUING TEACHER SECRETARIAL SCIENCE, GENERAL
130403	ADULT AND CONTINUING EDUCATION ADMINISTRATION EDUCATION
090201	ADVERTISING
150801	AERONAUTICAL AND AEROSPACE ENGINRNG TECHNOLOGY/TECHNCN
512901	AEROSPACE MEDICINE RESIDENCY
140201	AEROSPACE, AERONAUTICAL AND ASTRONAUTICAL ENGINEERING
050101	AFRICAN STUDIES
050201	AFRO-AMERICAN (BLACK) STUDIES
010401	AGRICULT AND FOOD PRODUCTS PROCESSING OPERATIONS AND MGMT
020202	AGRICULT ANIMAL BREEDING AND GENETICS
020203	AGRICULT ANIMAL HEALTH
010302	AGRICULT ANIMAL HUSBANDRY AND PRODUCTION MANAGEMENT
020204	AGRICULT ANIMAL NUTRITION
020205	AGRICULT ANIMAL PHYSIOLOGY
010101	AGRICULT BUSINESS AND MANAGEMENT, GENERAL
010199	AGRICULT BUSINESS AND MANAGEMENT, OTHER
019999	AGRICULT BUSINESS AND PRODUCTION, OTHER
010102	AGRICULT BUSINESS/AGRIBUSINESS OPERATIONS
010103	AGRICULT ECONOMICS
140301	AGRICULT ENGINEERING
020102	AGRICULT EXTENSION
010201	AGRICULT MECHANIZATION, GENERAL
010299	AGRICULT MECHANIZATION, OTHER
020406	AGRICULT PLANT PATHOLOGY
020407	AGRICULT PLANT PHYSIOLOGY
010204	AGRICULT POWER MACHINERY OPERATOR
010301	AGRICULT PRODUCTION WORKERS AND MANAGERS, GENERAL
010399	AGRICULT PRODUCTION WORKERS AND MANAGERS, OTHER

Academic Discipline Codes:

CODE	DEFINITION
010599	AGRICULT SUPPLIES AND RELATED SERVICES, OTHER
010501	AGRICULT SUPPLIES RETAILING AND WHOLESALING
131301	AGRICULT TEACHER EDUCATION (VOCATIONAL)
020101	AGRICULTURE/AGRICULT SCIENCES, GENERAL
029999	AGRICULTURE/AGRICULT SCIENCES, OTHER
020402	AGRONOMY AND CROP SCIENCE
490105	AIR TRAFFIC CONTROLLER
490199	AIR TRANSPORTATION WORKERS, OTHER
470607	AIRCRAFT MECHANIC/TECHNICIAN, AIRFRAME
470608	AIRCRAFT MECHANIC/TECHNICIAN, POWERPLANT
490107	AIRCRAFT PILOT (PRIVATE)
490102	AIRCRAFT PILOT AND NAVIGATOR (PROFESSIONAL)
511501	ALCOHOL/DRUG ABUSE COUNSELING
512902	ALLERGIES AND IMMUNOLOGY RESIDENCY
450802	AMERICAN (UNITED STATES) HISTORY
451002	AMERICAN GOVERNMENT AND POLITICS
050202	AMERICAN INDIAN/NATIVE AMERICAN STUDIES
230701	AMERICAN LITERATURE (UNITED STATES)
050102	AMERICAN STUDIES/CIVILIZATION
400502	ANALYTICAL CHEMISTRY
260601	ANATOMY
512903	ANESTHESIOLOGY RESIDENCY
020201	ANIMAL SCIENCES, GENERAL
020299	ANIMAL SCIENCES, OTHER
010505	ANIMAL TRAINER
450201	ANTHROPOLOGY
080101	APPAREL AND ACCESSORIES MARKTNG OPERATIONS, GENERAL
080199	APPAREL AND ACCESSORIES MARKTNG OPERATIONS, OTHER
450602	APPLIED AND RESOURCE ECONOMICS
270301	APPLIED MATHEMATICS, GENERAL
270399	APPLIED MATHEMATICS, OTHER
010303	AQUACULTURE OPERATIONS AND PRODUCTION MANAGEMENT
161101	ARABIC LANGUAGE AND LITERATURE
450301	ARCHEOLOGY
480102	ARCHITECTURAL DRAFTING
140401	ARCHITECTURAL ENGINEERING
150101	ARCHITECTURAL ENGINEERING TECHNOLOGY/TECHNICIAN
040401	ARCHITECTURAL ENVIRONMENTAL DESIGN
040701	ARCHITECTURAL URBAN DESIGN AND PLANNING
040201	ARCHITECTURE
049999	ARCHITECTURE AND RELATED PROGRAMS, OTHER
050199	AREA STUDIES, OTHER
059999	AREA, ETHNIC AND CULTURAL STUDIES, OTHER
500703	ART HISTORY, CRITICISM AND CONSERVATION

Academic Discipline Codes:

CODE	DEFINITION
131302	ART TEACHER EDUCATION
512301	ART THERAPY
500701	ART, GENERAL
500704	ARTS MANAGEMENT
050103	ASIAN STUDIES
050206	ASIAN-AMERICAN STUDIES
400201	ASTRONOMY
400301	ASTROPHYSICS
310503	ATHLETIC TRAINING AND SPORTS MEDICINE
400401	ATMOSPHERIC SCIENCES AND METEOROLOGY
080701	AUCTIONEERING
510202	AUDIOLOGY/HEARING SCIENCES
470603	AUTO/AUTOMOTIVE BODY REPAIRER
470604	AUTO/AUTOMOTIVE MECHANIC/TECHNICIAN
150803	AUTOMOTIVE ENGINEERING TECHNOLOGY/TECHNICIAN
490101	AVIATION AND AIRWAY SCIENCE
490104	AVIATION MANAGEMENT
470609	AVIATION SYSTEMS AND AVIONICS MNTNCE TECHNOLOGIST/TECHNCN
120501	BAKER/PASTRY CHEF
520803	BANKING AND FINANCIAL SUPPORT SERVICES
120402	BARBER/HAIRSTYLIST
120502	BARTENDER/MIXOLOGIST
511399	BASIC MEDICAL SCIENCES, OTHER
390201	BIBLE/BIBLICAL STUDIES
390101	BIBLICAL AND OTHER THEOLOGICAL LANGUAGES AND LITERATURES
470610	BICYCLE MECHANIC AND REPAIRER
130201	BILINGUAL/BICULTURAL EDUCATION
260202	BIOCHEMISTRY
140501	BIOENGINEERING AND BIOMEDICAL ENGINEERING
300101	BIOLOGICAL AND PHYSICAL SCIENCES
260618	BIOLOGICAL IMMUNOLOGY
269999	BIOLOGICAL SCIENCES/LIFE SCIENCES, OTHER
410101	BIOLOGICAL TECHNOLOGY/TECHNICIAN
131322	BIOLOGY TEACHER EDUCATION
260101	BIOLOGY, GENERAL
150401	BIOMEDICAL ENGINEERING-RELATED TECHNOLOGY/TECHNICIAN
260614	BIOMETRICS
260203	BIOPHYSICS
301001	BIOPSYCHOLOGY

Academic Discipline Codes:

CODE	DEFINITION
260615	BIOSTATISTICS
260616	BIOTECHNOLOGY RESEARCH
511001	BLOOD BANK TECHNOLOGY/TECHNICIAN
512904	BLOOD BANKING RESIDENCY
260301	BOTANY, GENERAL
260399	BOTANY, OTHER
090402	BROADCAST JOURNALISM
460401	BUILDING/PROPERTY MAINTENANCE AND MANAGER
080299	BUSINESS AND PERSONAL SERVICES MARKTNG OPERATIONS, OTHER
520201	BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
520299	BUSINESS ADMINISTRATION AND MANAGEMENT, OTHER
520501	BUSINESS COMMUNICATIONS
521205	BUSINESS COMPUTER FACILITIES OPERATOR
521202	BUSINESS COMPUTER PROGRAMMING/PROGRAMMER
190201	BUSINESS HOME ECONOMICS
521299	BUSINESS INFORMATION AND DATA PROCESSING SERVICES, OTHER
470102	BUSINESS MACHINE REPAIRER
529999	BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES, OTHER
521401	BUSINESS MARKTNG AND MARKTNG MANAGEMENT
521399	BUSINESS QUANTITATIVE METHODS AND MANAGEMENT SCIENCE, OTHER
080204	BUSINESS SERVICES MARKTNG OPERATIONS
521302	BUSINESS STATISTICS
521203	BUSINESS SYSTEMS ANALYSIS AND DESIGN
521204	BUSINESS SYSTEMS NETWORKING AND TELECOMMUNICATIONS
131303	BUSINESS TEACHER EDUCATION (VOCATIONAL)
520601	BUSINESS/MANAGERIAL ECONOMICS
520101	BUSINESS, GENERAL
480703	CABINET MAKER AND MILLWORKER
050115	CANADIAN STUDIES
120203	CARD DEALER
512905	CARDIOLOGY RESIDENCY
510901	CARDIOVASCULAR TECHNOLOGY/TECHNICIAN
460201	CARPENTER
450702	CARTOGRAPHY
260499	CELL AND MOLECULAR BIOLOGY, OTHER
260401	CELL BIOLOGY
140601	CERAMIC SCIENCES AND ENGINEERING
500711	CERAMICS ARTS AND CERAMICS
400802	CHEMICAL AND ATOMIC/MOLECULAR PHYSICS
140701	CHEMICAL ENGINEERING

Academic Discipline Codes:

CODE	DEFINITION
512906	CHEMICAL PATHOLOGY RESIDENCY
410301	CHEMICAL TECHNOLOGY/TECHNICIAN
131323	CHEMISTRY TEACHER EDUCATION
400501	CHEMISTRY, GENERAL
400599	CHEMISTRY, OTHER
200201	CHILD CARE AND GUIDANCE WORKERS AND MANAGERS, GENERAL
200299	CHILD CARE AND GUIDANCE WORKERS AND MANAGERS, OTHER
200202	CHILD CARE PROVIDER/ASSISTANT
200203	CHILD CARE SERVICES MANAGER
190706	CHILD GROWTH, CARE AND DEVELOPMENT STUDIES
512908	CHILD PSYCHIATRY RESIDENCY
512907	CHILD/PEDIATRIC NEUROLOGY RESIDENCY
160301	CHINESE LANGUAGE AND LITERATURE
510101	CHIROPRACTIC (D.C., D.C.M.)
040301	CITY/URBAN, COMMUNITY AND REGIONAL PLANNING
150201	CIVIL ENGINEERING/CIVIL TECHNOLOGY/TECHNICIAN
140801	CIVIL ENGINEERING, GENERAL
140899	CIVIL ENGINEERING, OTHER
480103	CIVIL/STRUCTURAL DRAFTING
161299	CLASSICAL AND ANCIENT NEAR EASTERN LANGUAGES AND LIT, OTHER
161201	CLASSICS AND CLASSICAL LANGUAGES AND LITERATURES
511503	CLINICAL AND MEDICAL SOCIAL WORK
420201	CLINICAL PSYCHOLOGY
190901	CLOTHING/APPAREL AND TEXTILE STUDIES
200301	CLOTHING, APPAREL AND TEXTILE WORKERS AND MANAGERS, GENERAL
200399	CLOTHING, APPAREL AND TEXTILE WORKERS AND MANAGERS, OTHER
420301	COGNITIVE PSYCHOLOGY AND PSYCHOLINGUISTICS
131102	COLLEGE/POSTSECONDARY STUDENT COUNSELING & PERSONNEL SRVCS
512909	COLON AND RECTAL SURGERY RESIDENCY
200303	COMMERCIAL GARMENT AND APPAREL WORKER
500406	COMMERCIAL PHOTOGRAPHY
510299	COMMUNICATION DISORDERS SCIENCES AND SERVICES, OTHER
510201	COMMUNICATION DISORDERS, GENERAL
470103	COMMUNICATION SYSTEMS INSTALLER AND REPAIRER
100199	COMMUNICATIONS TECHNOLOGIES/TECHNICIANS, OTHER
090101	COMMUNICATIONS, GENERAL

Academic Discipline Codes:

CODE	DEFINITION
151001	CONSTRUCTION/BUILDING TECHNOLOGY/TECHNICIAN
190402	CONSUMER ECONOMICS AND SCIENCE
430102	CORRECTIONS/CORRECTIONAL ADMINISTRATION
120401	COSMETIC SERVICES, GENERAL
120499	COSMETIC SERVICES, OTHER
120403	COSMETOLOGIST
420601	COUNSELING PSYCHOLOGY
131101	COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
520405	COURT REPORTER
500201	CRAFTS, FOLK ART AND ARTISANRY
430199	CRIMINAL JUSTICE AND CORRECTIONS, OTHER
430104	CRIMINAL JUSTICE STUDIES
430103	CRIMINAL JUSTICE/LAW ENFORCEMENT ADMINISTRATION
450401	CRIMINOLOGY
512910	CRITICAL CARE ANESTHESIOLOGY RESIDENCY
512911	CRITICAL CARE MEDICINE RESIDENCY
512912	CRITICAL CARE SURGERY RESIDENCY
010304	CROP PRODUCTION OPERATIONS AND MANAGEMENT
120599	CULINARY ARTS AND RELATED SERVICES, OTHER
120503	CULINARY ARTS/CHEF TRAINING
130301	CURRICULUM AND INSTRUCTION
200601	CUSTODIAL, HOUSEKEEPING & HOME SERV WORKERS/MNGRS, GENERAL
200699	CUSTODIAL, HOUSEKEEPING & HOME SERV WORKERS/MNGRS, OTHER
200604	CUSTODIAN/CARETAKER
200305	CUSTOM TAILOR
511002	CYTOTECHNOLOGIST
020206	DAIRY SCIENCE
500301	DANCE
512302	DANCE THERAPY
110301	DATA PROCESSING TECHNOLOGY/TECHNICIAN
450501	DEMOGRAPHY/POPULATION STUDIES
510601	DENTAL ASSISTANT
510501	DENTAL CLINICAL SCIENCES/GRADUATE DENTISTRY (M.S., PH.D.)
510602	DENTAL HYGIENIST
510603	DENTAL LABORATORY TECHNICIAN
512802	DENTAL PUBLIC HEALTH SPECIALTY
512899	DENTAL RESIDENCY PROGRAMS, OTHER
510699	DENTAL SERVICES, OTHER
512801	DENTAL/ORAL SURGERY SPECIALTY

Academic Discipline Codes:

CODE	DEFINITION
099999	COMMUNICATIONS, OTHER
130407	COMMUNITY AND JUNIOR COLLEGE ADMINISTRATION
510301	COMMUNITY HEALTH LIAISON
440201	COMMUNITY ORGANIZATION, RESOURCES AND SERVICES
420401	COMMUNITY PSYCHOLOGY
230301	COMPARATIVE LITERATURE
110101	COMPUTER AND INFORMATION SCIENCES, GENERAL
119999	COMPUTER AND INFORMATION SCIENCES, OTHER
140901	COMPUTER ENGINEERING
150301	COMPUTER ENGINEERING TECHNOLOGY/TECHNICIAN
470104	COMPUTER INSTALLER AND REPAIRER
150402	COMPUTER MAINTENANCE TECHNOLOGY/TECHNICIAN
110201	COMPUTER PROGRAMMING
110701	COMPUTER SCIENCE
110501	COMPUTER SYSTEMS ANALYSIS
131321	COMPUTER TEACHER EDUCATION
480211	COMPUTER TYPOGRAPHY AND COMPOSITION EQUIPMENT OPERATOR
039999	CONSERVATION AND RENEWABLE NATURAL RESOURCES, OTHER
460499	CONSTRUCTION AND BUILDING FINISHERS AND MANAGERS, OTHER
490202	CONSTRUCTION EQUIPMENT OPERATOR
469999	CONSTRUCTION TRADES, OTHER
460403	CONSTRUCTION/BUILDING INSPECTOR
510401	DENTISTRY (D.D.S., D.M.D.)
512913	DERMATOLOGY RESIDENCY
512914	DERMATOPATHOLOGY RESIDENCY
500499	DESIGN AND APPLIED ARTS, OTHER
500401	DESIGN AND VISUAL COMMUNICATIONS
480212	DESKTOP PUBLISHING EQUIPMENT OPERATOR
450604	DEVELOPMENT ECONOMICS AND INTERNATIONAL DEVELOPMENT
420701	DEVELOPMENTAL AND CHILD PSYCHOLOGY
510910	DIAGNOSTIC MEDICAL SONOGRAPHY
512915	DIAGNOSTIC RADIOLOGY RESIDENCY
470605	DIESEL ENGINE MECHANIC AND REPAIRER
190503	DIETETICS/HUMAN NUTRITIONAL SERVICES
200404	DIETICIAN ASSISTANT

Academic Discipline Codes:

CODE	DEFINITION
490304	DIVER (PROFESSIONAL)
390602	DIVINITY/MINISTRY (B.D., M.DIV.)
480101	DRAFTING, GENERAL
480199	DRAFTING, OTHER
131324	DRAMA AND DANCE TEACHER EDUCATION
500501	DRAMA/THEATER ARTS, GENERAL
500505	DRAMA/THEATER LITERATURE, HISTORY AND CRITICISM
500599	DRAMATIC/THEATER ARTS AND STAGECRAFT, OTHER
500705	DRAWING
131304	DRIVER AND SAFETY TEACHER EDUCATION
200309	DRYCLEANER AND LAUNDERER (COMMERCIAL)
400703	EARTH AND PLANETARY SCIENCES
160399	EAST AND SOUTHEAST ASIAN LANGUAGES AND LITERATURES, OTHER
050104	EAST ASIAN STUDIES
160499	EAST EUROPEAN LANGUAGES AND LITERATURES, OTHER
050105	EASTERN EUROPEAN AREA STUDIES
260603	ECOLOGY
450603	ECONOMETRICS AND QUANTITATIVE ECONOMICS
450601	ECONOMICS, GENERAL
450699	ECONOMICS, OTHER
131013	EDUCATION OF THE AUTISTIC
131009	EDUCATION OF THE BLIND AND VISUALLY HANDICAPPED
131003	EDUCATION OF THE DEAF AND HEARING IMPAIRED
131005	EDUCATION OF THE EMOTIONALLY HANDICAPPED
131004	EDUCATION OF THE GIFTED AND TALENTED
131006	EDUCATION OF THE MENTALLY HANDICAPPED
131007	EDUCATION OF THE MULTIPLE HANDICAPPED
131008	EDUCATION OF THE PHYSICALLY HANDICAPPED
131011	EDUCATION OF THE SPECIFIC LEARNING DISABLED
131012	EDUCATION OF THE SPEECH IMPAIRED
130401	EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL
130499	EDUCATION ADMINISTRATION AND SUPERVISION, OTHER
130101	EDUCATION, GENERAL
139999	EDUCATION, OTHER
130604	EDUCATIONAL ASSESSMENT, TESTING AND MEASUREMENT
130601	EDUCATIONAL EVALUATION AND RESEARCH

Academic Discipline Codes:

CODE	DEFINITION
130699	EDUCATIONAL EVALUATION, RESEARCH AND STATISTICS, OTHER
130802	EDUCATIONAL PSYCHOLOGY
130603	EDUCATIONAL STATISTICS AND RESEARCH METHODS
130404	EDUCATIONAL SUPERVISION
130501	EDUCATIONAL/INSTRUCTIONAL MEDIA DESIGN
100101	EDUCATIONAL/INSTRUCTIONAL MEDIA TECHNOLOGY/TECHNICIAN
200602	ELDER CARE PROVIDER/COMPANION
150399	ELECTRICAL & ELECTRONIC ENGNRNG-REL TECHNOLOGIES/TECHNCNS
470101	ELECTRICAL & ELECTRONIC EQUIP INSTALLER & REPAIRER, GENERAL
470199	ELECTRICAL & ELECTRONIC EQUIP INSTALLER & REPAIRER, OTHER
460301	ELECTRICAL AND POWER TRANSMISSION INSTALLER, GENERAL
460399	ELECTRICAL AND POWER TRANSMISSION INSTALLER, OTHER
480104	ELECTRICAL/ELECTRONICS DRAFTING
150303	ELECTRICAL, ELECTRONIC & COMMUNICAT ENGNRNG TECH/TECHNCN
141001	ELECTRICAL, ELECTRONICS AND COMMUNICATION ENGINEERING
460302	ELECTRICIAN
510902	ELECTROCARDIOGRAPH TECHNOLOGY/TECHNICIAN
510903	ELECTROENCEPHALOGRAPH TECHNOLOGY/TECHNICIAN
120404	ELECTROLYSIS TECHNICIAN
150499	ELECTROMECH INSTRUMENT & MAINTNCE TECHNOL/TECHNCN, OTHER
150403	ELECTROMECHANICAL TECHNOLOGY/TECHNICIAN
400804	ELEMENTARY PARTICLE PHYSICS
131202	ELEMENTARY TEACHER EDUCATION
130405	ELEMENTARY, MIDDLE AND SECONDARY EDUCATION ADMINISTRATION
510904	EMERGENCY MEDICAL TECHNOLOGY/TECHNICIAN
512916	EMERGENCY MEDICINE RESIDENCY
512917	ENDOCRINOLOGY AND METABOLISM RESIDENCY
512803	ENDODONTICS SPECIALTY
150503	ENERGY MANAGEMENT AND SYSTEMS TECHNOLOGY/TECHNICIAN
142901	ENGINEERING DESIGN
141101	ENGINEERING MECHANICS
141201	ENGINEERING PHYSICS
141301	ENGINEERING SCIENCE

Academic Discipline Codes:

CODE	DEFINITION
159999	ENGINEERING-RELATED TECHNOLOGIES/TECHNICIANS, OTHER
151101	ENGINEERING-RELATED TECHNOLOGY/TECHNICIAN, GENERAL
143001	ENGINEERING/INDUSTRIAL MANAGEMENT
140101	ENGINEERING, GENERAL
149999	ENGINEERING, OTHER
230401	ENGLISH COMPOSITION
230501	ENGLISH CREATIVE WRITING
239999	ENGLISH LANGUAGE AND LITERATURE/LETTERS, OTHER
230101	ENGLISH LANGUAGE AND LITERATURE, GENERAL
230801	ENGLISH LITERATURE (BRITISH AND COMMONWEALTH)
131305	ENGLISH TEACHER EDUCATION
231101	ENGLISH TECHNICAL AND BUSINESS WRITING
520701	ENTERPRISE MANAGEMENT AND OPERATION, GENERAL
520799	ENTERPRISE MANAGEMENT AND OPERATION, OTHER
260702	ENTOMOLOGY
080301	ENTREPRENEURSHIP
150507	ENVIRONMENTAL AND POLLUTION CONTROL TECHNOLOGY/TECHNICIAN
150599	ENVIRONMENTAL CONTROL TECHNOLOGIES/TECHNICIANS, OTHER
512202	ENVIRONMENTAL HEALTH
030102	ENVIRONMENTAL SCIENCE/STUDIES
141401	ENVIRONMENTAL/ENVIRONMENTAL HEALTH ENGINEERING
512203	EPIDEMIOLOGY
010507	EQUESTRIAN/EQUINE STUDIES, HORSE MANAGEMENT AND TRAINING
050299	ETHNIC AND CULTURAL STUDIES, OTHER
450803	EUROPEAN HISTORY
050106	EUROPEAN STUDIES
260617	EVOLUTIONARY BIOLOGY
520402	EXECUTIVE ASSISTANT/SECRETARY
200605	EXECUTIVE HOUSEKEEPER
310505	EXERCISE SCIENCES/PHYSIOLOGY AND MOVEMENT STUDIES
420801	EXPERIMENTAL PSYCHOLOGY
190301	FAMILY AND COMMUNITY STUDIES
190703	FAMILY AND MARRIAGE COUNSELING
190704	FAMILY LIFE AND RELATIONS STUDIES
512918	FAMILY MEDICINE RESIDENCY
190401	FAMILY RESOURCE MANAGEMENT STUDIES
190499	FAMILY/CONSUMER RESOURCE MANAGEMENT, OTHER
010104	FARM AND RANCH MANAGEMENT
200306	FASHION AND FABRIC CONSULTANT
500407	FASHION DESIGN AND ILLUSTRATION

Academic Discipline Codes:

CODE	DEFINITION
080102	FASHION MERCHANDISING
080103	FASHION MODELING
500712	FIBER, TEXTILE AND WEAVING ARTS
500602	FILM-VIDEO MAKING/CINEMATOGRAPHY AND PRODUCTION
500601	FILM/CINEMA STUDIES
500699	FILM/VIDEO AND PHOTOGRAPHIC ARTS, OTHER
520801	FINANCE, GENERAL
520899	FINANCIAL MANAGEMENT AND SERVICES, OTHER
520804	FINANCIAL PLANNING
080401	FINANCIAL SERVICES MARKTNG OPERATIONS
500799	FINE ARTS AND ART STUDIES, OTHER
500702	FINE/STUDIO ARTS
430201	FIRE PROTECTION AND SAFETY TECHNOLOGY/TECHNICIAN
430299	FIRE PROTECTION, OTHER
430203	FIRE SCIENCE/FIREFIGHTING
430202	FIRE SERVICES ADMINISTRATION
030301	FISHING AND FISHERIES SCIENCES AND MANAGEMENT
490303	FISHING TECHNOLOGY/COMMERCIAL FISHING
490106	FLIGHT ATTENDANT
080503	FLORISTRY MARKTNG OPERATIONS
120504	FOOD AND BEVERAGE/RESTAURANT OPERATIONS MANAGER
200405	FOOD CATERER
080601	FOOD PRODUCTS RETAILING AND WHOLESALING OPERATIONS
080906	FOOD SALES OPERATIONS
020301	FOOD SCIENCES AND TECHNOLOGY
190505	FOOD SYSTEMS ADMINISTRATION
190502	FOODS AND NUTRITION SCIENCE
190501	FOODS AND NUTRITION STUDIES, GENERAL
190599	FOODS AND NUTRITION STUDIES, OTHER
160103	FOREIGN LANGUAGE INTERPRETATION AND TRANSLATION
160101	FOREIGN LANGUAGES AND LITERATURES, GENERAL
169999	FOREIGN LANGUAGES AND LITERATURES, OTHER
131306	FOREIGN LANGUAGES TEACHER EDUCATION
512919	FORENSIC PATHOLOGY RESIDENCY
430106	FORENSIC TECHNOLOGY/TECHNICIAN
030401	FOREST HARVESTING AND PRODUCTION TECHNOLOGY/TECHNICIAN
030506	FOREST MANAGEMENT
030499	FOREST PRODUCTION AND PROCESSING, OTHER
030404	FOREST PRODUCTS TECHNOLOGY/TECHNICIAN
030599	FORESTRY AND RELATED SCIENCES, OTHER

Academic Discipline Codes:

CODE	DEFINITION
030502	FORESTRY SCIENCES
030501	FORESTRY, GENERAL
520702	FRANCHISE OPERATION
160901	FRENCH LANGUAGE AND LITERATURE
131325	FRENCH LANGUAGE TEACHER EDUCATION
120301	FUNERAL SERVICES AND MORTUARY SCIENCE
480702	FURNITURE DESIGNER AND MAKER
120299	GAMING AND SPORTS OFFICIATING SERVICES, OTHER
512920	GASTROENTEROLOGY RESIDENCY
080704	GENERAL BUYING OPERATIONS
080709	GENERAL DISTRIBUTION OPERATIONS
080708	GENERAL MARKTNG OPERATIONS
520408	GENERAL OFFICE/CLERICAL AND TYPING SERVICES
080799	GENERAL RETAILING & WHOLESALING OPERATIONS & SKILLS, OTHER
080705	GENERAL RETAILING OPERATIONS
080706	GENERAL SELLING SKILLS AND SALES OPERATIONS
240102	GENERAL STUDIES
512921	GENERAL SURGERY RESIDENCY
131299	GENERAL TEACHER EDUCATION, OTHER
260613	GENETICS, PLANT AND ANIMAL
400602	GEOCHEMISTRY
450701	GEOGRAPHY
400699	GEOLOGICAL AND RELATED SCIENCES, OTHER
141501	GEOLOGICAL ENGINEERING
400601	GEOLOGY
141601	GEOPHYSICAL ENGINEERING
400603	GEOPHYSICS AND SEISMOLOGY
140802	GEOTECHNICAL ENGINEERING
512922	GERIATRIC MEDICINE RESIDENCY
160501	GERMAN LANGUAGE AND LITERATURE
131326	GERMAN LANGUAGE TEACHER EDUCATION
160599	GERMANIC LANGUAGES AND LITERATURES, OTHER
190705	GERONTOLOGICAL SERVICES
301101	GERONTOLOGY
480201	GRAPHIC AND PRINTING EQUIPMENT OPERATOR, GENERAL
480299	GRAPHIC AND PRINTING EQUIPMENT OPERATORS, OTHER
500402	GRAPHIC DESIGN, COMMERCIAL ART AND ILLUSTRATION
161202	GREEK LANGUAGE AND LITERATURE (ANCIENT AND MEDIEVAL)
160601	GREEK LANGUAGE AND LITERATURE (MODERN)
010604	GREENHOUSE OPERATIONS AND MANAGEMENT
470402	GUNSMITH

Academic Discipline Codes:

CODE	DEFINITION

512923	HAND SURGERY RESIDENCY
510799	HEALTH AND MEDICAL ADMINISTRATIVE SERVICES, OTHER
510899	HEALTH AND MEDICAL ASSISTANTS, OTHER
512204	HEALTH AND MEDICAL BIOSTATISTICS
510999	HEALTH AND MEDICAL DIAGNOSTIC AND TREATMENT SERVICES, OTHER
511099	HEALTH & MEDICAL LAB TECHNOLOGIES/TECHNCNS, OTHER
511199	HEALTH AND MEDICAL PREPARATORY PROGRAMS, OTHER
310599	HEALTH AND PHYSICAL EDUCATION/FITNESS, OTHER
310501	HEALTH AND PHYSICAL EDUCATION, GENERAL
512601	HEALTH AIDE
131327	HEALTH OCCUPATIONS TEACHER EDUCATION (VOCATIONAL
512205	HEALTH PHYSICS/RADIOLOGIC HEALTH
081301	HEALTH PRODUCTS AND SERVICES MARKTNG OPERATIONS
519999	HEALTH PROFESSIONS AND RELATED SCIENCES, OTHER
510701	HEALTH SYSTEM/HEALTH SERVICES ADMINISTRATION
131307	HEALTH TEACHER EDUCATION
510703	HEALTH UNIT COORDINATOR/WARD CLERK
510704	HEALTH UNIT MANAGER/WARD SUPERVISOR
470201	HEATING, AIR CONDITIONING & REFRIGERATION MECH & REPAIRER
150501	HEATING, AIR CONDITIONING & REFRIGERATION TECHNOL/TECHNCN
470302	HEAVY EQUIPMENT MAINTENANCE AND REPAIRER
161102	HEBREW LANGUAGE AND LITERATURE
512925	HEMATOLOGICAL PATHOLOGY RESIDENCY
512924	HEMATOLOGY RESIDENCY
511003	HEMATOLOGY TECHNOLOGY/TECHNICIAN
130406	HIGHER EDUCATION ADMINISTRATION
050203	HISPANIC-AMERICAN STUDIES
301201	HISTORIC PRESERVATION, CONSERVATION & ARCHITECT HISTORY
450804	HISTORY AND PHILOSOPHY OF SCIENCE AND TECHNOLOGY
131328	HISTORY TEACHER EDUCATION
450801	HISTORY, GENERAL
450899	HISTORY, OTHER
080899	HOME AND OFFICE PRODUCTS MARKTNG OPERATIONS, OTHER
190202	HOME ECONOMICS COMMUNICATIONS
131308	HOME ECONOMICS TEACHER EDUCATION (VOCATIONAL)
190101	HOME ECONOMICS, GENERAL
199999	HOME ECONOMICS, OTHER
200501	HOME FURNISHINGS & EQUIP INSTALLERS & CONSULTANTS,

Academic Discipline Codes:

CODE	DEFINITION

GENERAL
200599 HOME FURNISHINGS & EQUIP INSTALLERS & CONSULTANTS, OTHER
511615 HOME HEALTH AIDE
080809 HOME PRODUCTS MARKTNG OPERATIONS
200606 HOMEMAKER'S AIDE
020403 HORTICULTURE SCIENCE
010601 HORTICULTURE SERVICES OPERATIONS AND MANAGEMENT, GENERAL
010699 HORTICULTURE SERVICES OPERATIONS AND MANAGEMENT, OTHER
510702 HOSPITAL/HEALTH FACILITIES ADMINISTRATION
080901 HOSPITALITY AND RECREATION MARKTNG OPERATIONS, GENERAL
080999 HOSPITALITY AND RECREATION MARKTNG OPERATIONS, OTHER
520999 HOSPITALITY SERVICES MANAGEMENT, OTHER
520901 HOSPITALITY/ADMINISTRATION MANAGEMENT
520902 HOTEL/MOTEL AND RESTAURANT MANAGEMENT
080902 HOTEL/MOTEL SERVICES MARKTNG OPERATIONS
190601 HOUSING STUDIES, GENERAL
190699 HOUSING STUDIES, OTHER
521001 HUMAN RESOURCES MANAGEMENT
521099 HUMAN RESOURCES MANAGEMENT, OTHER
240103 HUMANITIES/HUMANISTIC STUDIES
151103 HYDRAULIC TECHNOLOGY/TECHNICIAN
512303 HYPNOTHERAPY
512926 IMMUNOPATHOLOGY RESIDENCY
190701 INDIVIDUAL AND FAMILY DEVELOPMENT STUDIES, GENERAL
190799 INDIVIDUAL AND FAMILY DEVELOPMENT STUDIES, OTHER
420901 INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY
500404 INDUSTRIAL DESIGN
470105 INDUSTRIAL ELECTRONICS INSTALLER AND REPAIRER
470399 INDUSTRIAL EQUIPMENT MAINTENANCE AND REPAIRERS, OTHER
470303 INDUSTRIAL MACHINERY MAINTENANCE AND REPAIRER
150699 INDUSTRIAL PRODUCTION TECHNOLOGIES/TECHNICIANS, OTHER
410204 INDUSTRIAL RADIOLOGIC TECHNOLOGY/TECHNICIAN
141701 INDUSTRIAL/MANUFACTURING ENGINEERING
150603 INDUSTRIAL/MANUFACTURING TECHNOLOGY/TECHNICIAN
512927 INFECTIOUS DISEASE RESIDENCY
520407 INFORMATION PROCESSING/DATA ENTRY TECHNICIAN
110401 INFORMATION SCIENCES AND SYSTEMS
400503 INORGANIC CHEMISTRY

Academic Discipline Codes:

CODE	DEFINITION
200409	INSTITUTIONAL FOOD SERVICES ADMINISTRATOR
200401	INSTITUTIONAL FOOD WORKERS AND ADMINISTRATORS, GENERAL
200499	INSTITUTIONAL FOOD WORKERS AND ADMINISTRATORS, OTHER
470401	INSTRUMENT CALIBRATION AND REPAIRER
150404	INSTRUMENTATION TECHNOLOGY/TECHNICIAN
520805	INSURANCE AND RISK MANAGEMENT
081001	INSURANCE MARKTNG OPERATIONS
040501	INTERIOR ARCHITECTURE
500408	INTERIOR DESIGN
190603	INTERIOR ENVIRONMENTS
500706	INTERMEDIA
512928	INTERNAL MEDICINE RESIDENCY
130701	INTERNATIONAL AND COMPARATIVE EDUCATION
010701	INTERNATIONAL AGRICULTURE
521101	INTERNATIONAL BUSINESS
521403	INTERNATIONAL BUSINESS MARKTNG
450605	INTERNATIONAL ECONOMICS
520806	INTERNATIONAL FINANCE
450901	INTERNATIONAL RELATIONS AND AFFAIRS
520807	INVESTMENTS AND SECURITIES
050204	ISLAMIC STUDIES
160902	ITALIAN LANGUAGE AND LITERATURE
160302	JAPANESE LANGUAGE AND LITERATURE
050205	JEWISH/JUDAIC STUDIES
090401	JOURNALISM
090499	JOURNALISM AND MASS COMMUNICATION, OTHER
131203	JUNIOR HIGH/INTERMEDIATE/MIDDLE SCHOOL TEACHER EDUCATION
220104	JURIDICAL SCIENCE/LEGAL SPECLZTN (LL.M,M.C.L,J.S.D./S.J.D.)
120505	KITCHEN PERSONNEL/COOK AND ASSISTANT TRAINING
521002	LABOR/PERSONNEL RELATIONS AND STUDIES
513006	LABORATORY ANIMAL MEDICINE
512929	LABORATORY MEDICINE RESIDENCY
040601	LANDSCAPE ARCHITECTURE
010605	LANDSCAPING OPERATIONS AND MANAGEMENT
150304	LASER AND OPTICAL TECHNOLOGY/TECHNICIAN
050107	LATIN AMERICAN STUDIES
161203	LATIN LANGUAGE AND LITERATURE (ANCIENT AND MEDIEVAL)
220101	LAW (LL.B., J.D.)
220199	LAW AND LEGAL STUDIES, OTHER

Academic Discipline Codes:

CODE	DEFINITION
430107	LAW ENFORCEMENT/POLICE SCIENCE
480399	LEATHERWORKERS AND UPHOLSTERERS, OTHER
520403	LEGAL ADMINISTRATIVE ASSISTANT/SECRETARY
240199	LIBERAL ARTS & SCIENCES, GEN STUDIES & HUMANITIES, OTHER
240101	LIBERAL ARTS AND SCIENCES/LIBERAL STUDIES
250301	LIBRARY ASSISTANT
250101	LIBRARY SCIENCE/LIBRARIANSHIP
259999	LIBRARY SCIENCE, OTHER
460303	LINEWORKER
160102	LINGUISTICS
480206	LITHOGRAPHER AND PLATEMAKER
470403	LOCKSMITH AND SAFE REPAIRER
030405	LOGGING/TIMBER HARVESTING
520203	LOGISTICS AND MATERIALS MANAGEMENT
480503	MACHINE SHOP ASSISTANT
480501	MACHINIST/MACHINE TECHNOLOGIST
470106	MAJOR APPLIANCE INSTALLER AND REPAIRER
120406	MAKE-UP ARTIST
521201	MANAGEMENT INFO SYSTEMS/BUSINESS DATA PROCESSING, GEN
521301	MANAGEMENT SCIENCE
490306	MARINE MAINTENANCE AND SHIP REPAIRER
490309	MARINE SCIENCE/MERCHANT MARINE OFFICER
260607	MARINE/AQUATIC BIOLOGY
521499	MARKTNG MANAGEMENT AND RESEARCH, OTHER
131310	MARKTNG OPERATIONS TEACHER EDUCATION
131310	MARKTNG OPERATIONS TEACHER EDUCATION (VOCATIONAL)
089999	MARKTNG OPERATIONS/MARKTNG AND DISTRIBUTION, OTHER
521402	MARKTNG RESEARCH
460101	MASON AND TILE SETTER
090403	MASS COMMUNICATIONS
120405	MASSAGE
141801	MATERIAL ENGINEERING
143101	MATERIALS SCIENCE
270501	MATHEMATICAL STATISTICS
270101	MATHEMATICS
300801	MATHEMATICS AND COMPUTER SCIENCE
131311	MATHEMATICS TEACHER EDUCATION

Academic Discipline Codes:

CODE	DEFINITION
279999	MATHEMATICS, OTHER
120506	MEATCUTTER
480105	MECHANICAL DRAFTING
141901	MECHANICAL ENGINEERING
150899	MECHANICAL ENGINEERING-RELATED TECHNOLOGIES/TECHNCNS
150805	MECHANICAL ENGINEERING/MECHANICAL TECHNOLOGY/TECHNICIAN
480205	MECHANICAL TYPESETTER AND COMPOSER
479999	MECHANICS AND REPAIRERS, OTHER
520404	MEDICAL ADMINISTRATIVE ASSISTANT/SECRETARY
511301	MEDICAL ANATOMY
510801	MEDICAL ASSISTANT
511302	MEDICAL BIOCHEMISTRY
511303	MEDICAL BIOMATHEMATICS AND BIOMETRICS
511305	MEDICAL CELL BIOLOGY
511401	MEDICAL CLINICAL SCIENCES (M.S., PH.D.)
512702	MEDICAL DIETICIAN
511306	MEDICAL GENETICS
512703	MEDICAL ILLUSTRATING
511307	MEDICAL IMMUNOLOGY
510802	MEDICAL LABORATORY ASSISTANT
511004	MEDICAL LABORATORY TECHNICIAN
511308	MEDICAL MICROBIOLOGY
511309	MEDICAL MOLECULAR BIOLOGY
511310	MEDICAL NEUROBIOLOGY
511311	MEDICAL NUTRITION
510705	MEDICAL OFFICE MANAGEMENT
511312	MEDICAL PATHOLOGY
512003	MEDICAL PHARMACOLOGY AND PHARMACEUTICAL SCIENCES
511304	MEDICAL PHYSICS/BIOPHYSICS
511313	MEDICAL PHYSIOLOGY
510907	MEDICAL RADIOLOGIC TECHNOLOGY/TECHNICIAN
510706	MEDICAL RECORDS ADMINISTRATION
510707	MEDICAL RECORDS TECHNOLOGY/TECHNICIAN
512999	MEDICAL RESIDENCY PROGRAMS, OTHER
511005	MEDICAL TECHNOLOGY
511314	MEDICAL TOXICOLOGY
510708	MEDICAL TRANSCRIPTION
400505	MEDICINAL/PHARMACEUTICAL CHEMISTRY
511201	MEDICINE (M.D.)
301301	MEDIEVAL AND RENAISSANCE STUDIES
511599	MENTAL HEALTH SERVICES, OTHER

Academic Discipline Codes:

CODE	DEFINITION
500713	METAL AND JEWELRY ARTS
142001	METALLURGICAL ENGINEERING
150611	METALLURGICAL TECHNOLOGY/TECHNICIAN
400701	METALLURGY
260501	MICROBIOLOGY/BACTERIOLOGY
161199	MIDDLE EASTERN LANGUAGES AND LITERATURES, OTHER
050108	MIDDLE EASTERN STUDIES
290101	MILITARY TECHNOLOGIES
142101	MINING AND MINERAL ENGINEERING
150999	MINING AND PETROLEUM TECHNOLOGIES/TECHNICIANS, OTHER
150901	MINING TECHNOLOGY/TECHNICIAN
260699	MISCELLANEOUS BIOLOGICAL SPECIALIZATIONS, OTHER
470499	MISCELLANEOUS MECHANICS AND REPAIRERS, OTHER
400799	MISCELLANEOUS PHYSICAL SCIENCES, OTHER
390301	MISSIONS/MISSIONARY AND STUDIES
260402	MOLECULAR BIOLOGY
470611	MOTORCYCLE MECHANIC AND REPAIRER
512304	MOVEMENT THERAPY
309999	MULTI/INTERDISCIPLINARY STUDIES, OTHER
512930	MUSCULOSKELETAL ONCOLOGY RESIDENCY
301401	MUSEOLOGY/MUSEUM STUDIES
500903	MUSIC - GENERAL PERFORMANCE
500907	MUSIC - PIANO AND ORGAN PERFORMANCE
500908	MUSIC - VOICE AND CHORAL/OPERA PERFORMANCE
500909	MUSIC BUSINESS MANAGEMENT AND MERCHANDISING
500906	MUSIC CONDUCTING
500902	MUSIC HISTORY AND LITERATURE
131312	MUSIC TEACHER EDUCATION
500904	MUSIC THEORY AND COMPOSITION
512305	MUSIC THERAPY
500901	MUSIC, GENERAL
500999	MUSIC, OTHER
470404	MUSICAL INSTRUMENT REPAIRER
500905	MUSICOLOGY AND ETHNOMUSICOLOGY
030101	NATURAL RESOURCES CONSERVATION, GENERAL
030203	NATURAL RESOURCES LAW ENFORCEMENT AND PROTECTIVE SERVICES
030201	NATURAL RESOURCES MANAGEMENT AND POLICY
030299	NATURAL RESOURCES MANAGEMENT AND PROTECTIVE SERVICES, OTHER
512704	NATUROPATHIC MEDICINE
142201	NAVAL ARCHITECTURE AND MARINE ENGINEERING
512931	NEONATAL-PERINATAL MEDICINE RESIDENCY

Academic Discipline Codes:

CODE	DEFINITION
512932	NEPHROLOGY RESIDENCY
512933	NEUROLOGICAL SURGERY/NEUROSURGERY RESIDENCY
512934	NEUROLOGY RESIDENCY
512935	NEUROPATHOLOGY RESIDENCY
260608	NEUROSCIENCE
520206	NON-PROFIT AND PUBLIC MANAGEMENT
410299	NUCLEAR AND INDUSTRIAL RADIOLOGIC TECHNOLOGIES/TECHNICIANS,OTHER
142301	NUCLEAR ENGINEERING
510905	NUCLEAR MEDICAL TECHNOLOGY/TECHNICIAN
512936	NUCLEAR MEDICINE RESIDENCY
400806	NUCLEAR PHYSICS
512937	NUCLEAR RADIOLOGY RESIDENCY
410205	NUCLEAR/NUCLEAR POWER TECHNOLOGY/TECHNICIAN
511614	NURSE ASSISTANT/AIDE
010606	NURSERY OPERATIONS AND MANAGEMENT
511601	NURSING (R.N. TRAINING)
511602	NURSING ADMINISTRATION (POST-R.N.)
511604	NURSING ANESTHETIST (POST-R.N.)
511607	NURSING MIDWIFERY (POST-R.N.)
511608	NURSING SCIENCE (POST-R.N.)
511603	NURSING, ADULT HEALTH (POST-R.N.)
511605	NURSING, FAMILY PRACTICE (POST-R.N.)
511606	NURSING, MATERNAL/CHILD HEALTH (POST-R.N.)
511699	NURSING, OTHER
511609	NURSING, PEDIATRIC (POST-R.N.)
511610	NURSING, PSYCHIATRIC/MENTAL HEALTH (POST-R.N.)
511611	NURSING, PUBLIC HEALTH (POST-R.N.)
511612	NURSING, SURGICAL (POST-R.N.)
260609	NUTRITIONAL SCIENCES
512938	OBSTETRICS AND GYNECOLOGY RESIDENCY
512206	OCCUPATIONAL HEALTH AND INDUSTRIAL HYGIENE
512939	OCCUPATIONAL MEDICINE RESIDENCY
150701	OCCUPATIONAL SAFETY AND HEALTH TECHNOLOGY/TECHNICIAN
512306	OCCUPATIONAL THERAPY
510803	OCCUPATIONAL THERAPY ASSISTANT
142401	OCEAN ENGINEERING
400702	OCEANOGRAPHY
080810	OFFICE PRODUCTS MARKTNG OPERATIONS
520204	OFFICE SUPERVISION AND MANAGEMENT
512940	ONCOLOGY RESIDENCY
520205	OPERATIONS MANAGEMENT AND SUPERVISION

Academic Discipline Codes:

CODE	DEFINITION
270302	OPERATIONS RESEARCH
510804	OPHTHALMIC MEDICAL ASSISTANT
511803	OPHTHALMIC MEDICAL TECHNOLOGIST
511899	OPHTHALMIC/OPTOMETRIC SERVICES, OTHER
512941	OPHTHALMOLOGY RESIDENCY
511802	OPTICAL TECHNICIAN/ASSISTANT
511801	OPTICIANRY/DISPENSING OPTICIAN
400807	OPTICS
511006	OPTOMETRIC/OPHTHALMIC LABORATORY TECHNICIAN
511701	OPTOMETRY (O.D.)
512804	ORAL PATHOLOGY SPECIALTY
400504	ORGANIC CHEMISTRY
521003	ORGANIZATIONAL BEHAVIOR STUDIES
010603	ORNAMENTAL HORTICULTURE OPERATIONS AND MANAGEMENT
512805	ORTHODONTICS SPECIALTY
512942	ORTHOPEDICS/ORTHOPEDIC SURGERY RESIDENCY
511804	ORTHOPTICS
512307	ORTHOTICS/PROSTHETICS
511901	OSTEOPATHIC MEDICINE (D.O.)
512943	OTOLARYNGOLOGY RESIDENCY
050109	PACIFIC AREA STUDIES
460408	PAINTER AND WALL COVERER
500708	PAINTING
400604	PALEONTOLOGY
220103	PARALEGAL/LEGAL ASSISTANT
260610	PARASITOLOGY
310301	PARKS, RECREATION AND LEISURE FACILITIES MANAGEMENT
310101	PARKS, RECREATION AND LEISURE STUDIES
319999	PARKS, RECREATION, LEISURE AND FITNESS STUDIES, OTHER
390701	PASTORAL COUNSELING AND SPECIALIZED MINISTRIES
512944	PATHOLOGY RESIDENCY
260704	PATHOLOGY, HUMAN AND ANIMAL
300501	PEACE AND CONFLICT STUDIES
512945	PEDIATRIC CARDIOLOGY RESIDENCY
512946	PEDIATRIC ENDOCRINOLOGY RESIDENCY
512947	PEDIATRIC HEMATO-ONCOLOGY RESIDENCY
512948	PEDIATRIC NEPHROLOGY RESIDENCY
512949	PEDIATRIC ORTHOPEDICS RESIDENCY
512950	PEDIATRIC SURGERY RESIDENCY
512951	PEDIATRICS RESIDENCY
512806	PEDODONTICS SPECIALTY
510906	PERFUSION TECHNOLOGY/TECHNICIAN

Academic Discipline Codes:

CODE	DEFINITION
512807	PERIODONTICS SPECIALTY
129999	PERSONAL AND MISCELLANEOUS SERVICES, OTHER
080205	PERSONAL SERVICES MARKTNG OPERATIONS
142501	PETROLEUM ENGINEERING
081209	PETROLEUM PRODUCTS RETAILING OPERATIONS
150903	PETROLEUM TECHNOLOGY/TECHNICIAN
260705	PHARMACOLOGY, HUMAN AND ANIMAL
512001	PHARMACY (B. PHARM., PHARM.D.)
512002	PHARMACY ADMINISTRATION AND PHARMACEUTICS
510805	PHARMACY TECHNICIAN/ASSISTANT
512099	PHARMACY, OTHER
380101	PHILOSOPHY
389999	PHILOSOPHY AND RELIGION
100103	PHOTOGRAPHIC TECHNOLOGY/TECHNICIAN
500605	PHOTOGRAPHY
512952	PHYSICAL AND REHABILITATION MEDICINE RESIDENCY
400506	PHYSICAL AND THEORETICAL CHEMISTRY
131314	PHYSICAL EDUCATION TEACHING AND COACHING
410399	PHYSICAL SCIENCE TECHNOLOGIES/TECHNICIANS, OTHER
400101	PHYSICAL SCIENCES, GENERAL
409999	PHYSICAL SCIENCES, OTHER
512308	PHYSICAL THERAPY
510806	PHYSICAL THERAPY ASSISTANT
510807	PHYSICIAN ASSISTANT
131329	PHYSICS TEACHER EDUCATION
400801	PHYSICS, GENERAL
400899	PHYSICS, OTHER
421101	PHYSIOLOGICAL PSYCHOLOGY/PSYCHOBIOLOGY
260706	PHYSIOLOGY, HUMAN AND ANIMAL
020405	PLANT BREEDING AND GENETICS
260305	PLANT PATHOLOGY
260307	PLANT PHYSIOLOGY
020408	PLANT PROTECTION (PEST MANAGEMENT)
020401	PLANT SCIENCES, GENERAL
020499	PLANT SCIENCES, OTHER
400805	PLASMA AND HIGH-TEMPERATURE PHYSICS
512953	PLASTIC SURGERY RESIDENCY
150607	PLASTICS TECHNOLOGY/TECHNICIAN
500504	PLAYWRITING AND SCREENWRITING
460501	PLUMBER AND PIPEFITTER
512101	PODIATRY (D.P.M., D.P., POD.D.)
451099	POLITICAL SCIENCE AND GOVERNMENT, OTHER

Academic Discipline Codes:

CODE	DEFINITION
451001	POLITICAL SCIENCE, GENERAL
400507	POLYMER CHEMISTRY
143201	POLYMER/PLASTICS ENGINEERING
160904	PORTUGUESE LANGUAGE AND LITERATURE
020209	POULTRY SCIENCE
511613	PRACTICAL NURSE (L.P.N. TRAINING)
511101	PRE-DENTISTRY STUDIES
131204	PRE-ELEMENT/EARLY CHILDHOOD/KINDERGARTEN TEACHER EDUCATION
220102	PRE-LAW STUDIES
511102	PRE-MEDICINE STUDIES
511103	PRE-PHARMACY STUDIES
390605	PRE-THEOLOGICAL/PRE-MINISTERIAL STUDIES
511104	PRE-VETERINARY STUDIES
480599	PRECISION METAL WORKERS, OTHER
489999	PRECISION PRODUCTION TRADES, OTHER
512954	PREVENTIVE MEDICINE RESIDENCY
480208	PRINTING PRESS OPERATOR
500710	PRINTMAKING
512808	PROSTHODONTICS SPECIALTY
439999	PROTECTIVE SERVICES, OTHER
511502	PSYCHIATRIC/MENTAL HEALTH SERVICES TECHNICIAN
512955	PSYCHIATRY RESIDENCY
512705	PSYCHOANALYSIS
420101	PSYCHOLOGY, GENERAL
429999	PSYCHOLOGY, OTHER
440401	PUBLIC ADMINISTRATION
449999	PUBLIC ADMINISTRATION AND SERVICES, OTHER
520808	PUBLIC FINANCE
512207	PUBLIC HEALTH EDUCATION AND PROMOTION
512956	PUBLIC HEALTH MEDICINE RESIDENCY
512201	PUBLIC HEALTH, GENERAL
512299	PUBLIC HEALTH, OTHER
440501	PUBLIC POLICY ANALYSIS
090501	PUBLIC RELATIONS AND ORGANIZATIONAL COMMUNICATIONS
450805	PUBLIC/APPLIED HISTORY AND ARCHIVAL ADMINISTRATION
512957	PULMONARY DISEASE RESIDENCY
520202	PURCHASING, PROCUREMENT AND CONTRACTS MANAGEMENT
150799	QUALITY CONTROL AND SAFETY TECHNOLOGIES/TECHNICIANS, OTHER
150702	QUALITY CONTROL TECHNOLOGY/TECHNICIAN
390604	RABBINICAL AND TALMUDIC STUDIES (M.H.L./RAV)

Academic Discipline Codes:

CODE	DEFINITION
260611	RADIATION BIOLOGY/RADIOBIOLOGY
512958	RADIATION ONCOLOGY RESIDENCY
090701	RADIO AND TELEVISION BROADCASTING
100104	RADIO AND TELEVISION BROADCASTING TECHNOLOGY/TECHNICIAN
512959	RADIOISOTOPIC PATHOLOGY RESIDENCY
020409	RANGE SCIENCE AND MANAGEMENT
131315	READING TEACHER EDUCATION
521501	REAL ESTATE
520406	RECEPTIONIST
080903	RECREATION PRODUCTS/SERVICES MARKTNG OPERATIONS
512309	RECREATIONAL THERAPY
512399	REHABILITATION/THERAPEUTIC SERVICES, OTHER
380201	RELIGION/RELIGIOUS STUDIES
390401	RELIGIOUS EDUCATION
390501	RELIGIOUS/SACRED MUSIC
510908	RESPIRATORY THERAPY TECHNICIAN
512960	RHEUMATOLOGY RESIDENCY
150405	ROBOTICS TECHNOLOGY/TECHNICIAN
160999	ROMANCE LANGUAGES AND LITERATURES, OTHER
050110	RUSSIAN AND SLAVIC AREA STUDIES
160402	RUSSIAN LANGUAGE AND LITERATURE
050111	SCANDINAVIAN AREA STUDIES
160502	SCANDINAVIAN LANGUAGES AND LITERATURES
421701	SCHOOL PSYCHOLOGY
131316	SCIENCE TEACHER EDUCATION, GENERAL
419999	SCIENCE TECHNOLOGIES/TECHNICIANS, OTHER
301501	SCIENCE, TECHNOLOGY AND SOCIETY
500709	SCULPTURE
131205	SECONDARY TEACHER EDUCATION
430109	SECURITY AND LOSS PREVENTION SERVICES
480506	SHEET METAL WORKER
480304	SHOE, BOOT AND LEATHER REPAIRER
510205	SIGN LANGUAGE INTERPRETER
160403	SLAVIC LANGUAGES AND LITERATURES (OTHER THAN RUSSIAN)
470606	SMALL ENGINE MECHANIC AND REPAIRER
130901	SOCIAL AND PHILOSOPHICAL FOUNDATIONS OF EDUCATION
421601	SOCIAL PSYCHOLOGY
131317	SOCIAL SCIENCE TEACHER EDUCATION
459999	SOCIAL SCIENCES AND HISTORY, OTHER
450101	SOCIAL SCIENCES, GENERAL
131318	SOCIAL STUDIES TEACHER EDUCATION
440701	SOCIAL WORK

Academic Discipline Codes:

CODE	DEFINITION
310506	SOCIO-PSYCHOLOGICAL SPORTS STUDIES
451101	SOCIOLOGY
020501	SOIL SCIENCES
150505	SOLAR TECHNOLOGY/TECHNICIAN
400808	SOLID STATE AND LOW-TEMPERATURE PHYSICS
160703	SOUTH ASIAN LANGUAGES AND LITERATURES
050112	SOUTH ASIAN STUDIES
050113	SOUTHEAST ASIAN STUDIES
160905	SPANISH LANGUAGE AND LITERATURE
131330	SPANISH LANGUAGE TEACHER EDUCATION
131001	SPECIAL EDUCATION, GENERAL
131099	SPECIAL EDUCATION, OTHER
231001	SPEECH AND RHETORICAL STUDIES
131331	SPEECH TEACHER EDUCATION
510203	SPEECH-LANGUAGE PATHOLOGY
510204	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
310504	SPORT AND FITNESS ADMINISTRATION/MANAGEMENT
512961	SPORTS MEDICINE RESIDENCY
470501	STATIONARY ENERGY SOURCES INSTALLER AND OPERATOR
140803	STRUCTURAL ENGINEERING
510909	SURGICAL/OPERATING ROOM TECHNICIAN
151102	SURVEYING
142701	SYSTEMS ENGINEERING
300601	SYSTEMS SCIENCE AND THEORY
521601	TAXATION
131501	TEACHER ASSISTANT/AIDE
131206	TEACHER EDUCATION, MULTIPLE LEVELS
131399	TEACHER EDUCATION, SPEC ACADEMIC & VOCATIONAL
131401	TEACHING ENGLISH AS A SECOND LANGUAGE/FOREIGN LANGUAGE
131319	TECHNICAL TEACHER EDUCATION (VOCATIONAL)
500502	TECHNICAL THEATER/THEATER DESIGN AND STAGECRAFT
131309	TECHNOLOGY TEACHER EDUCATION/INDSTRL ARTS TEACHER EDUCATION
142801	TEXTILE SCIENCES AND ENGINEERING
390699	THEOLOGICAL AND MINISTERIAL STUDIES, OTHER
399999	THEOLOGICAL STUDIES AND RELIGIOUS VOCATIONS, OTHER
390601	THEOLOGY/THEOLOGICAL STUDIES
400810	THEORETICAL AND MATHEMATICAL PHYSICS
513015	THERIOGENOLOGY

Academic Discipline Codes:

CODE	DEFINITION
512962	THORACIC SURGERY RESIDENCY
480507	TOOL AND DIE MAKER/TECHNOLOGIST
081199	TOURISM AND TRAVEL SERVICES MARKTNG OPERATIONS, OTHER
081104	TOURISM PROMOTION OPERATIONS
260612	TOXICOLOGY
131320	TRADE AND INDUSTRIAL TEACHER EDUCATION (VOCATIONAL)
140804	TRANSPORTATION AND HIGHWAY ENGINEERING
499999	TRANSPORTATION AND MATERIALS MOVING WORKERS, OTHER
081105	TRAVEL SERVICES MARKTNG OPERATIONS
520903	TRAVEL-TOURISM MANAGEMENT
490205	TRUCK, BUS AND OTHER COMMERCIAL VEHICLE OPERATOR
010607	TURF MANAGEMENT
120204	UMPIRES AND OTHER SPORTS OFFICIALS
480303	UPHOLSTERER
451201	URBAN AFFAIRS/STUDIES
512963	UROLOGY RESIDENCY
512964	VASCULAR SURGERY RESIDENCY
490299	VEHICLE AND EQUIPMENT OPERATORS, OTHER
470699	VEHICLE AND MOBILE EQUIPMENT MECHANICS AND REPAIRERS, OTHER
081299	VEHICLE AND PETROLEUM PRODUCTS MARKTNG OPERATIONS, OTHER
081208	VEHICLE MARKTNG OPERATIONS
081203	VEHICLE PARTS AND ACCESSORIES MARKTNG OPERATIONS
510808	VETERINARIAN ASSISTANT/ANIMAL HEALTH TECHNICIAN
513001	VETERINARY ANESTHESIOLOGY
512501	VETERINARY CLINICAL SCIENCES (M.S., PH.D.)
513002	VETERINARY DENTISTRY
513003	VETERINARY DERMATOLOGY
513004	VETERINARY EMERGENCY AND CRITICAL CARE MEDICINE
513005	VETERINARY INTERNAL MEDICINE
512401	VETERINARY MEDICINE (D.V.M.)
513007	VETERINARY MICROBIOLOGY
513008	VETERINARY NUTRITION
513009	VETERINARY OPHTHALMOLOGY
513010	VETERINARY PATHOLOGY
513011	VETERINARY PRACTICE
513012	VETERINARY PREVENTIVE MEDICINE
513013	VETERINARY RADIOLOGY

Academic Discipline Codes:

CODE	DEFINITION
513099	VETERINARY RESIDENCY PROGRAMS, OTHER
513014	VETERINARY SURGERY
513016	VETERINARY TOXICOLOGY
260619	VIROLOGY
500101	VISUAL AND PERFORMING ARTS
509999	VISUAL AND PERFORMING ARTS, OTHER
209999	VOCATIONAL HOME ECONOMICS, OTHER
512310	VOCATIONAL REHABILITATION COUNSELING
120507	WAITER/WAITRESS AND DINING ROOM MANAGER
470408	WATCH, CLOCK AND JEWELRY REPAIRER
150506	WATER QUALITY & WASTEWATER TREATMENT TECHNOLOGY/TECHNCN
140805	WATER RESOURCES ENGINEERING
490399	WATER TRANSPORTATION WORKERS, OTHER
480508	WELDER/WELDING TECHNOLOGIST
050114	WESTERN EUROPEAN STUDIES
030601	WILDLIFE AND WILDLANDS MANAGEMENT
200502	WINDOW TREATMENT MAKER AND INSTALLER
050207	WOMEN'S STUDIES
030509	WOOD SCIENCE AND PULP/PAPER TECHNOLOGY
480701	WOODWORKERS, GENERAL
480799	WOODWORKERS, OTHER
513017	ZOOLOGICAL MEDICINE
260701	ZOOLOGY, GENERAL
260799	ZOOLOGY, OTHER

Annuitant Indicator Codes:

HRDB CODE	CODE	DEFINITION
1	1	Re-employed Annuitant-Civil Service
2	2	Retired Officer
3	3	Retired Enlisted
4	4	Retired Off/Re-employed Ann-
5	5	Retired Enlisted/Re-employed Ann-CS
6	6	CS-NO Reduction
7	7	Retired Off/CS - No Reduction
8	8	Retired Enlisted/CS - No Reduction
9	9	Not Applicable
10	A	Re-employed Annuitant - Fers
20	B	Former Annuitant -Fers
30	C	Retired Off/Re-employed Ann - FE
40	D	Retired Off/Former Ann - FE
50	E	Retired Enlisted/Re-employed Ann - FE
60	F	Retired Enlisted/Former Ann - Fers
70	G	FE - No Reduction

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Bargain Unit Codes:

CODE	DEFINITION
<u>CODE</u>	<u>DEFINITION</u>
0000	NO LONGER USED
0090	NO LONGER USED
0097	NO LONGER USED
0545	NO LONGER USED
0561	NO LONGER USED
0861	Special Police
0870	Nutrition
0880	Grounds Maintenance
0900	Fabric Care
0910	Custodial Laborers and Related
0920	Transportation
0930	NCRR Library
0940	Medical Arts & Photography
0950	Printing & Reproduction
0960	Maintenance Engineering
0971	Firefighters
0985	NIEHS
0990	National Library of Medicine
0995	NIA, GRC(Baltimore) Non-professional
0996	NIA, GRC(Baltimore) Professional
7777	Eligible, but not belonging to a bargaining unit
8888	Ineligible for inclusion
1011	Rocky Mountain Labs
1816	NO LONGER USED
3036	
8881	NO LONGER USED
8889	Ineligible for Inclusion
9950	NO LONGER USED
9999	Ineligible

Ceiling Exempt Codes:

CODE   DEFINITION

   A   National Health Service Corps.

   B   Health Education Assistance Loan (HEAL)
           Default Reduction Program.

   C   Indian Health Service Extern Program.

   D   Cooperative Research & Development.

   E   Child Survival Program

   F   St. Elizabeth Hospital & D.C. Mental Health
           Services Act.

   H   Emergency Discretionary Fund AIDS Research

   J   Worker Trainees hired in accordance with FPM
           Bulletin 713-31 ceiling exempt one year only
           Department.

   L   Recipients of Indian Health Scholarships
           employed pursuant to 25 USC 1614 in IHS Extern
           Programs.

   U   Presidential Management Interns appointed under
           5 CFR 213.3102(ii) - ceiling exempt one year only.

   I   OS employee in the President's youth opportunity
           stay-in-school or temporary summer aids program
           who is working on SSA activities.

   M   OS employee in Junior Fellowship position who is
           working on SSA activities.

   N   OS employee in worker trainee position who is
           working on SSA activities.

   O   OS employee in the Presidential Management Intern
           Program and who is working on SSA activities.

   V   OS employee who does not meet the criteria for
           codes I, M, N, or O and who is working on SSA
           activities.

Ceiling Exempt Codes:

CODE   DEFINITION

  P   FECA employee - all hours from FTE count for the
first six (6) months after hire.

  Q   FECA employee - 70% of hours exempt from FTE count
for months seven (7) through twelve (12) after rehire.

  R   FECA employee - 50% of hours exempt from FTE count for
months thirteen (13) through twenty four (24) after
rehire.

  T   FECA employee - 25% of hours exempt from FTE count for
months twenty five (25) through thirty six (36) after
rehire.

  X   No definition found.

Corps Status Codes:

CODE   **DEFINITION**

11	**Regular Active**
12	**Regular LWOP**
15	**Regular Retired on Active Duty**
16	**Regular Retired**
21	**Reserve Active**
22	**Reserve LWOP**
23	**Reserve NTE 30 Days**
24	**Reserve NTE 120 Days**
25	**Reserve Retired on Active Duty**
26	**Reserve Retired**
27	**Reserve Inactive**

APPENDIX A   CODE CHART 7

Corps Category Codes:

CODE   **DEFINITION**

01   Medical
02   Dental
03   Nurse
04   Sanitary Engineer
05   Scientist
06   Sanitarian
07   Veterinary Officer
08   Pharmacist
09   Dietician
10   Therapist
11   Health Services Officer

CSC Functional Codes:

CODE   **DEFINITION**

11	**Research**
12	**Research contact and grant administration**
13	**Development**
14	**Test and evaluation**
21	**Design**
22	**Construction**
23	**Production**
24	**Installation, operations and maintenance**
31	**Data collection, processing and analysis**
32	**Scientific and technical information**
41	**Standards and Specifications**
42	**Regulatory Enforcement and Licensing**
51	**Natural Resource Operations**
81	**Clinical Practice, Counseling, and Ancillary Medical Services**
91	**Planning**
92	**Management**
93	**Teaching and Training**
94	**Technical Assistance and Consulting**
99	**Other - not elsewhere classified**

Doctorate Degree Types:

CODE	DEFINITION	
00		No Doctorate Degree
99		No Information Given
01	MD	(Dr. of Medicine)
02	PhD	(Dr. of Philosophy)
04	DD	(Dr. of Divinity)
05	Lit.D.	(Dr. of Letters or Literature)
06	LLD	(Dr. of Laws)
07	DMSc	(Dr. of Medical Science)
08	DSC	(Dr. of Science or Sciences)
08	DS	(Dr. of Science or Sciences)
08	ScD	(Dr. of Science or Sciences)
08	SD	(Dr. of Science or Sciences)
08	DeoS	(Dr. of Science or Sciences)
09	DVM	(Dr. of Veterinary Medicine)
10	DDS	(Dr. of Dental Surgery/Candidate in ont)
11	DMD	(Dr. of Dental Medicine)
12	DPH	(Dr. of Public Health)
12	DrPH	(Dr. of Public Health)
13	DEd	(Dr. of Education)
13	EdD	(Dr. of Education)
14	EngD	(Dr. of Engineering)
15	OD	(Dr. of Optometry)
16	DO	(Dr. of Osteopathy)
17	PharmD	(Dr. of Pharmacy)
18	DSW	(Dr. of Social Work or Welfare)
19	DHA	(Dr. of Hospital Admin.)
20	Pod D	(Dr. of Podiatry)
21	DNSc	(Dr. of Nursing Science)
22	DSc Hyg	(Dr. of Science and Hygiene)
23	DVPH	(Dr. of Veterinary Public Health)

Miscellaneous foreign doctorates:

90	Ch.B	Bachelor of Surgery
91	B Sc	Bachelor of Science (=PhD)

Definitions for foreign education:

Licentiate - Masters Degree
Candidate in Odontology - DDS in Denmark
Rerum Naturalium = PhD. (Czechoslovakia)

Filling Position Codes:

CODE   **DEFINITION**

A   Selection from outside the Department
          under competitive promotion procedures.

B   Selection from within the Department under
          competitive promotion procedure.

C   Career promotion - career ladder position.

E   Career promotion - accretion of additional
          duties and responsibilities other than as
          a result of planned management action.

F   Career promotion - other.

M   Filling positions from within the Department
          by means other than promotion.

R   Selection from outside the Department when
          competitive promotion procedures are not used.

S   Remove from SES position.

T   Reassignment - SES Competitive.

FEGLI Codes:

CODE   DEFINITION

    A   Ineligible
    B   Waived
    C   Basic
    D   Basic & Standard
    E   Basic & Family Provision
    F   Basic & Standard & Family
    G   Basic & Additional (1 X ann Salary)
    H   Basic, Std. & addit (1 X ann salary)
    I   Basic, Addit (1 X ann salary) & Family
    J   Basic, Std, Addit (1 X ann salary) & Family
    K   Basic & addit (2 X ann salary)
    L   Basic, Std & addit (2 X ann salary)
    M   Basic, Addit (2 X ann salary) & Family
    N   Basic, Std, Addit (2 X ann salary) & Family
    O   Basic & Additional (3 X ann salary)
    P   Basic, Std & addit (3 X ann salary)
    Q   Basic, Addit (3 X ann salary) & Family
    R   Basic, Std, Addit (3 X ann salary) & Family
    S   Basic & addit (4 X ann salary)
    T   Basic, Std & addit (4 X ann salary)
    U   Basic, Addit (4 X ann salary) & Family
    V   Basic, Std, Addit (4 X ann salary) & Family
    W   Basic & addit (5 X ann salary)
    X   Basic, Std & addit (5 X ann salary)
    Y   Basic, Addit (5 X ann salary) & Family
    Z   Basic, Std, Addit (5 X ann salary) & Family

Highest Education Level Codes:

CODE   DEFINITION

00   **Not Applicable**

01   **Some Elementary School, Did not complete**

02   **Elementary School Completed-No High School**

03   **Some High School-Did Not Graduate**

04   **High School Graduate or Certificate of Equivalency**

05   **Terminal Occupational Program-Did not Complete**

06   **Terminal Occupational Program-Certificate completion**
          Diploma or Equivalent

07   **Some College-Less Than One Year**

08   **1 Year College**

09   **2 Years College**

10   **Associate Degree**

11   **3 Years College**

12   **4 Years College**

13   **Bachelor's Degree**

14   **Post-Bachelor's -- Some work beyond bachelors degree**

15   **First Professional**
          (D.D.S; D.M.D; LL. B.; J.D; M.D; B.D; D.V.M;
          D.S.C; D.P; O.D; D.O)

16   **Post-First Professional -- Some work beyond first**
          Professional degree, but no additional higher degree.

17   **Masters Degree**
          (M.A; M.S; LL.M; M.S.D; M.S.W)

Highest Education Level Codes:

<u>CODE</u>   **<u>DEFINITION</u>**

 18   **Post-Masters -- Some work beyond the Masters degree but no additional higher degree.**

Highest Education Level Codes:

<u>CODE</u>   **<u>DEFINITION</u>**

 19   **Sixth-Year Degree -- Certificates in the following: Advanced Education, Advanced Master of Education, Advanced Graduate, Advanced Specialist in Education, Advanced Graduate Study, Advanced Degree in Education, Specialist in Education, Licentiate in Philosophy, Specialist in Guidance and Counseling, Specialist in Art, Specialist in Science, Specialist in School Admin., Specialist in School Psychology, Licentiate in Sacred Theology.**

 20   **Post-Sixth Year -- Some work beyond the sixth year degree but no additional higher degree**

 21   **Doctorate Degree -- Includes the following degrees: Doctor of Education, Doctor of Juridical Science, Doctor of Public Health, and the PhD. Does not include degrees that are first professional.**

 22   **Post-Doctorate**

Handicap Codes:

CODE	DEFINITION
01	Does not wish to identify Handicap Code
05	No Handicap
06	Does have a Handicap, but is not listed in codes
13	Speech Impairment
15	Hard of Hearing
16	Total Deafness, with understandable speech
17	Total Deafness, and unable to speak clearly
22	Ability to read ordinary size print with glasses
23	Inability to read ordinary size print, not correctable with glasses
24	Blind in one eye
25	Blind in both eyes
27	One Hand missing
28	One Arm missing
29	One Foot missing
32	One Leg missing
33	Both Hands or Arms missing
34	Both Feet or Legs missing
35	One Hand or Arm and One Foot or Leg missing
36	One Hand or Arm and Both Feet or Legs missing
37	Both Hands or Arms and One Foot or Leg missing
38	Both Hands or Arms and Both feet or Legs missing
44	One or Both Hands impaired
45	One or Both Feet impaired
46	One or Both Arms impaired
47	One or Both Legs impaired
48	Hip or Pelvis impaired
49	Back impaired
57	Any combination of two or more parts of the body
61	One Hand partial paralysis
62	One Arm, any Part partial paralysis
63	One Leg, and Part partial paralysis
64	Both Hands partial paralysis
65	Both Legs, any Part partial paralysis
66	Both Arms, any Part partial paralysis
67	One Side of the Body partial paralysis
68	Three or More major parts of the Body partial paralysis
70	One Hand complete paralysis
71	Both Hands complete paralysis
72	One Arm complete paralysis
73	Both Arms complete paralysis

Handicap Codes:

CODE	DEFINITION
74	One Leg complete paralysis
75	Both Legs complete paralysis
76	Lower Half of Body complete paralysis
77	One Side of Body complete paralysis
78	Three or More major Parts of the body complete paralysis
80	Heart Disease-No restrictions
81	Heart Disease-With restrictions
82	Convulsive disorder
83	Blood diseases
84	Diabetes
86	Pulmonary or respiratory disorders
87	Kidney Dysfunctioning
88	Cancer-a history of cancer complete recovery
89	Cancer-undergoing surgical and/or treatment
90	Mental Retardation
91	Mental or Emotional Illness
92	Severe Distortion of Limbs and/or Spine
93	Disfigurement of Face, Hands, or Feet
94	Learning Disability

Occupational Codes:

CODE   DEFINITION

```
      0006        CORRECTIONAL INSTITUTION ADMINISTRATION
      0007        CORRECTIONAL OFFICER
      0011        BOND SALES PROMOTION
  *   0018        SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT
      0019        SAFETY TECHNICIAN
  *   0020        COMMUNITY PLANNING
      0021        COMMUNITY PLANNING TECHNICIAN
  *   0023        OUTDOOR RECREATION PLANNING
  *   0025        PARK MANAGEMENT
      0026        PARK TECHNICIAN
  *   0028        ENVIRONMENTAL PROTECTION SPECIALIST
      0029        ENVIRONMENTAL PROTECTION ASSISTANT
  *   0030        SPORTS SPECIALIST
      0050        FUNERAL DIRECTING
  *   0060        CHAPLAIN
  *   0062        CLOTHING DESIGN
  *   0072        FINGERPRINT IDENTIFICATION
  *   0080        SECURITY ADMINISTRATION
      0081        FIRE PROTECTION AND PREVENTION
  *   0082        U.S. MARSHAL
      0083        POLICE
      0085        GUARD
      0090        GUIDE
      0095        FOREIGN LAW SPECIALIST
      0099        STUDENT TRAINEE
  *   0101        SOCIAL SCIENCE
      0102        SOCIAL SCIENCE AID AND TECHNICIAN
  *   0105        SOCIAL INSURANCE ADMINISTRATION
  *   0106        UNEMPLOYMENT INSURANCE
  *   0110        ECONOMIST
      0119        ECONOMICS ASSISTANT
  *   0120        FOOD ASSISTANCE PROGRAM SPECIALIST
  *   0130        FOREIGN AFFAIRS
  *   0131        INTERNATIONAL RELATIONS
  *   0132        INTELLIGENCE
      0134        INTELLIGENCE AID & CLERK
  *   0135        FOREIGN AGRICULTURAL AFFAIRS
  *   0136        INTERNATIONAL COOPERATION
  *   0140        MANPOWER RESEARCH AND ANALYSIS
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Occupational Codes:

CODE	DEFINITION
* 0142	MANPOWER DEVELOPMENT
* 0150	GEOGRAPHY
* 0160	CIVIL RIGHTS ANALYSIS
* 0170	HISTORY
* 0180	PSYCHOLOGY
0181	PSYCHOLOGY AID AND TECHNICIAN
* 0184	SOCIOLOGY
* 0185	SOCIAL WORK
0186	SOCIAL SERVICES AID & ASSISTANT
0187	SOCIAL SERVICES
* 0188	RECREATION SPECIALIST
0189	RECREATION AID AND ASSISTANT
* 0190	GENERAL ANTHROPOLOGY
* 0193	ARCHEOLOGY
0199	STUDENT TRAINEE (SOC. SCI.)
* 0201	PERSONNEL MANAGEMENT
0203	PERSONNEL CLERICAL AND ASSISTANCE
0204	MILITARY PERSONNEL CLERICAL AND TECHNICIAN
* 0205	MILITARY PERSONNEL MANAGEMENT
* 0212	PERSONNEL STAFFING
* 0221	POSITION CLASSIFICATION
* 0222	OCCUPATIONAL ANALYSIS
* 0223	SALARY AND WAGE ADMINISTRATION
* 0230	EMPLOYEE RELATIONS
0233	LABOR RELATIONS
* 0235	EMPLOYEE DEVELOPMENT
* 0241	MEDIATION
* 0243	APPRENTICESHIP AND TRAINING
* 0244	LABOR-MANAGEMENT RELATIONS EXAMINING
* 0246	CONTRACTOR INDUSTRIAL RELATIONS
* 0249	WAGE AND HOUR COMPLIANCE
0260	EQUAL EMPLOYMENT OPPORTUNITY
* 0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM
0302	MESSENGER
0303	MISCELLANEOUS CLERK AND ASSISTANT
0304	INFORMATION RECEPTIONIST
0305	MAIL AND FILE CLERK
0309	CORRESPONDENCE CLERK
0312	CLERK-STENOGRAPHER AND REPORTER
0313	WORK UNIT SUPERVISING

Occupational Codes:

CODE	DEFINITION
0316	CLERK-DICTATING MACHINE TRANSCRIBER
0318	SECRETARY
0319	CLOSED MICROPHONE REPORTER
0322	CLERK-TYPIST
0326	OFFICE AUTOMATION CLERK/ASSISTANT
0332	COMPUTER OPERATIONS
0334	COMPUTER SPECIALIST
0335	COMPUTER CLERK AND ASSISTANT
* 0340	PROGRAM MANAGEMENT
* 0341	ADMINISTRATIVE OFFICER
0342	SUPPORT SERVICES ADMINISTRATION
* 0343	MANAGEMENT ANALYSIS
0344	MANAGEMENT CLERICAL AND ASSISTANCE
0345	BOOKKEEEPING MACHINE OPERATION
* 0345	PROGRAM ANALYSIS
* 0346	LOGISTICS MANAGEMENT
0347	GAO EVALUATOR
0350	EQUIPMENT OPERATOR
0351	PRINTING CLERICAL
0355	CALCULATING MACHINE OPERATION
0356	DATA TRANSCRIBER
0357	CODING
0359	ELECTRIC ACCOUNTING MACHINE OPERATION
0360	EQUAL OPPORTUNITY COMPLIANCE
0361	EQUAL OPPORTUNITY ASSISTANCE
* 0362	EAM PROJECT PLANNING
0382	TELEPHONE OPERATING
0385	TELETYPIST
0388	CRYPTOGRAPHIC EQUIPMENT OPERATION
0389	RADIO OPERATING
0390	COMMUNICATIONS RELAY OPERATION
* 0391	COMMUNICATIONS MANAGEMENT
0392	GENERAL COMMUNICATIONS
* 0393	COMMUNICATIONS SPECIALIST
0394	COMMUNICATIONS CLERICAL
0399	ADMIN & OFFICE SUPPORT STUDENT TRAINEE
* 0401	GENERAL BIOLOGICAL SCIENCE
* 0403	MICROBIOLOGY
0404	BIOLOGICAL TECHNICIAN
* 0405	PHARMACOLOGY
* 0406	AGRICULTURAL EXTENSION
* 0408	ECOLOGY
* 0410	ZOOLOGY
* 0413	PHYSIOLOGY

Occupational Codes:

CODE	DEFINITION
* 0414	ENTOMOLOGY
0421	PLANT PROTECTION TECHNICIAN
* 0430	BOTANY
* 0434	PLANT PATHOLOGY
* 0435	PLANT PHYSIOLOGY
* 0436	PLANT PROTECTION AND QUARANTINE
* 0437	HORTICULTURE
* 0440	GENETICS
* 0454	RANGE CONSERVATION
0455	RANGE TECHNICIAN
* 0457	SOIL CONSERVATION
0458	SOIL CONSERVATION TECHNICIAN
0459	IRRIGATION SYSTEM OPERATION
* 0460	FORESTRY
0462	FORESTRY TECHNICIAN
* 0470	SOIL SCIENCE
* 0471	AGRONOMY
* 0475	AGRICULTURAL MANAGEMENT
* 0480	GENERAL FISH & WILDLIFE ADMINISTRATION
* 0482	FISHERY BIOLOGY
* 0485	WILDLIFE REFUGE MANAGEMENT
* 0486	WILDLIFE BIOLOGY
* 0487	ANIMAL SCIENCE
* 0493	HOME ECONOMICS
0499	STUDENT TRAINEE (BIO. SCI.)
* 0501	FINANCIAL ADMINISTRATION AND PROGRAM
0503	FINANCIAL CLERICAL AND ASSISTANCE
* 0504	BUDGET AND ACCOUNTING
* 0505	FINANCIAL MANAGEMENT
* 0510	ACCOUNTING
0511	AUDITING
* 0512	INTERNAL REVENUE AGENT
0525	ACCOUNTING TECHNICIAN
* 0526	TAX TECHNICIAN
0530	CASH PROCESSING
0540	VOUCHER EXAMINING
0544	PAYROLL
0545	MILITARY PAY
0547	BENEFIT-PAYMENT ROLL
* 0560	BUDGET ANALYSIS
0561	BUDGET CLERICAL AND ASSISTANCE
* 0570	FINANCIAL INSTITUTION EXAMINING
0590	TIME AND LEAVE
0592	TAX EXAMINING

Occupational Codes:

CODE	DEFINITION
0593	INSURANCE ACCOUNTS
0599	ACCOUNTING STUDENT TRAINEE
* 0601	GENERAL HEALTH SCIENCE
* 0602	MEDICAL OFFICER
* 0603	PHYSICIAN'S ASSISTANT
0605	NURSE ANESTHETIST
* 0610	NURSE
0620	PRACTICAL NURSE
0621	NURSING ASSISTANT
0622	MEDICAL SUPPLY AID AND TECHNICIAN
0625	AUTOPSY ASSISTANT
* 0630	DIETICIAN AND NUTRITIONIST
* 0631	OCCUPATIONAL THERAPIST
* 0633	PHYSICAL THERAPIST
* 0635	CORRECTIVE THERAPIST
0636	REHABILITATION THERAPY ASSISTANT
* 0637	MANUAL ARTS THERAPIST
* 0638	RECREATION/CREATIVE ARTS THERAPIST
* 0639	EDUCATIONAL THERAPIST
0640	HEALTH AID AND TECHNICIAN
0642	NUCLEAR MEDICINE TECHNICIAN
* 0644	MEDICAL TECHNOLOGIST
0645	MEDICAL TECHNICIAN
0646	PATHOLOGY TECHNICIAN
0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST
0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST
0649	MEDICAL MACHINE TECHNICIAN
0650	MEDICAL TECHNICAL ASSISTANT
* 0660	PHARMACIST
0661	PHARMACY TECHNICIAN
* 0662	OPTOMETRIST
0664	RESTORATION TECHNICIAN
* 0665	SPEECH PATHOLOGY AND AUDIOLOGY
* 0667	ORTHOTIST AND PROSTHETIST
* 0668	PODIATRIST
* 0669	MEDICAL RECORD LIBRARIAN
* 0670	HEALTH SYSTEM ADMINISTRATION
* 0671	HEALTH SYSTEM SPECIALIST
* 0673	HOSPITAL HOUSEKEEPING MANAGEMENT
0675	MEDICAL RECORD TECHNICIAN
0679	MEDICAL CLERK

Occupational Codes:

CODE	DEFINITION
* 0680	DENTAL OFFICER
0681	DENTAL ASSISTANT
0682	DENTAL HYGIENE
0683	DENTAL LABORATORY AID AND TECHNICIAN
0684	PUBLIC HEALTH DENTAL HYGIENE
* 0685	PUBLIC HEALTH PROGRAM SPECIALIST
* 0688	SANITARIAN
* 0690	INDUSTRIAL HYGIENE
* 0696	CONSUMER SAFETY
0698	ENVIRONMENTAL HEALTH TECHNICIAN
0699	HEALTH AID AND TECHNICIAN
* 0701	VETERINARY MEDICAL SCIENCE
0704	ANIMAL HEALTH TECHNICIAN
0799	VETERINARY STUDENT TRAINEE
* 0801	GENERAL ENGINEERING
0802	ENGINEERING TECHNICIAN
* 0803	SAFETY ENGINEERING
* 0804	FIRE PREVENTION ENGINEERING
* 0806	MATERIALS ENGINEERING
* 0807	LANDSCAPE ARCHITECTURE
* 0808	ARCHITECTURE
0809	CONSTRUCTION CONTROL
* 0810	CIVIL ENGINEERING
0817	SURVEYING TECHNICIAN
0818	ENGINEERING DRAFTING
* 0819	ENVIRONMENTAL ENGINEERING
* 0828	CONSTRUCTION ANALYST
* 0830	MECHANICAL ENGINEERING
* 0840	NUCLEAR ENGINEERING
* 0850	ELECTRICAL ENGINEERING
0854	COMPUTER ENGINEERING
* 0855	ELECTRONICS ENGINEERING
0856	ELECTRONICS TECHNICIAN
0858	BIOMEDICAL ENGINEERING
* 0861	AEROSPACE ENGINEERING
* 0871	NAVAL ARCHITECTURE
0873	SHIP SURVEYING
* 0880	MINING ENGINEERING
* 0881	PETROLEUM ENGINEERING
* 0890	AGRICULTURAL ENGINEERING
* 0892	CERAMIC ENGINEERING
* 0893	CHEMICAL ENGINEERING
* 0894	WELDING ENGINEERING
0895	INDUSTRIAL ENGINEERING TECHNICIAN

Occupational Codes:

CODE	DEFINITION
* 0896	INDUSTRIAL ENGINEERING
0899	STUDENT TRAINEE (ENGINEERING AND ARCHITECTURE)
0904	LAW CLERK
* 0905	GENERAL ATTORNEY
* 0920	ESTATE TAX EXAMINING
* 0930	HEARINGS AND APPEALS
0935	ADMINISTRATIVE LAW JUDGE
* 0942	DEPORTATION & EXCLUSION EXAMINING
0945	CLERK OF COURT
* 0950	PARALEGAL SPECIALIST
0962	CONTACT REPRESENTATIVE
0963	LEGAL INSTRUMENTS EXAMINING
* 0965	LAND LAW EXAMINING
* 0967	PASSPORT AND VISA EXAMINING
0986	LEGAL CLERK AND TECHNICIAN
* 0987	TAX LAW SPECIALIST
* 0990	GENERAL CLAIMS EXAMINING
* 0991	WORKER'S COMPENSATION CLAIMS EXAMINING
0992	LOSS AND DAMAGE CLAIMS EXAMINING
* 0993	SOCIAL INSURANCE CLAIMS EXAMINING
0994	UNEMPLOYMENT COMPENSATION CLAIMS EXAMINING
0995	DEPENDENTS & ESTATES CLAIMS EXAMINING
* 0996	VETERANS CLAIMS EXAMINING
* 0997	CIVIL SERVICE RETIREMENT CLAIMS EXAMINING
0998	CLAIMS CLERICAL
* 1001	GENERAL ARTS AND INFORMATION
* 1010	EXHIBITS SPECIALIST
* 1015	MUSEUM CURATOR
* 1016	MUSEUM SPECIALIST AND TECHNICIAN
* 1020	ILLUSTRATING
1021	OFFICE DRAFTING
* 1035	PUBLIC AFFAIRS
* 1040	LANGUAGE SPECIALIST
1046	LANGUAGE CLERICAL
* 1048	FOREIGN LANGUAGE BROADCASTING
* 1051	MUSIC SPECIALIST
* 1054	THEATER SPECIALIST
* 1056	ART SPECIALIST
1060	PHOTOGRAPHY
* 1071	AUDIO-VISUAL PRODUCTION
* 1082	WRITING AND EDITING
* 1083	TECHNICAL WRITING AND EDITING

Occupational Codes:

CODE   DEFINITION

```
*  1084    VISUAL INFORMATION
   1087    EDITORIAL ASSISTANCE
   1099    INFORMATION & ARTS STUDENT TRAINEE
*  1101    GENERAL BUSINESS AND INDUSTRY
*  1102    CONTRACT AND PROCUREMENT
*  1103    INDUSTRIAL PROPERTY MANAGEMENT
*  1104    PROPERTY DISPOSAL
   1105    PURCHASING
   1106    PROCUREMENT CLERICAL AND ASSISTANCE
   1107    PROPERTY DISPOSAL CLERICAL & TECHNICIAN
*  1130    PUBLIC UTILITIES SPECIALIST
*  1140    TRADE SPECIALIST
*  1144    COMMISSARY STORE MANAGEMENT
   1145    AGRICULTURAL PROGRAM SPECIALIST
*  1146    AGRICULTURAL MARKETING
*  1147    AGRICULTURAL MARKET REPORTING
*  1149    WAGE AND HOUR LAW ADMINISTRATION
*  1150    INDUSTRIAL SPECIALIST
   1152    PRODUCTION CONTROL
*  1160    FINANCIAL ANALYSIS
*  1161    CROP INSURANCE ADMINISTRATION
*  1162    CROP INSURANCE UNDERWRITING
*  1163    INSURANCE EXAMINING
   1164    LOAN SPECIALIST
*  1169    INTERNAL REVENUE OFFICER
*  1170    REALTY
*  1171    APPRAISING AND ASSESSING
*  1173    HOUSING MANAGEMENT
*  1176    BUILDING MANAGEMENT
   1202    PATENT TECHNICIAN
*  1210    COPYRIGHT
   1211    COPYRIGHT TECHNICIAN
*  1220    PATENT ADMINISTRATION
*  1221    PATENT ADVISOR
*  1222    PATENT ATTORNEY
*  1223    PATENT CLASSIFYING
*  1224    PATENT EXAMINING
*  1225    PATENT INTERFERENCE EXAMINING
*  1226    DESIGN PATENT EXAMINING
*  1301    GENERAL PHYSICAL SCIENCE
*  1306    HEALTH PHYSICS
*  1310    PHYSICS
   1311    PHYSICAL SCIENCE TECHNICIAN
*  1313    GEOPHYSICS
*  1315    HYDROLOGY
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Occupational Codes:

CODE	DEFINITION
* 1320	CHEMIST
* 1321	METALLURGY
* 1330	ASTRONOMY AND SPACE SCIENCE
* 1340	METEOROLOGY
1341	METEOROLOGICAL TECHNICIAN
* 1350	GEOLOGY
* 1360	OCEANOGRAPHY
* 1361	NAVIGATIONAL INFORMATION
* 1370	CARTOGRAPHY
1371	CARTOGRAPHY TECHNICIAN
* 1372	GEODESY
* 1373	LAND SURVEYING
1374	GEODETIC TECHNICIAN
* 1380	FOREST PRODUCTS TECHNOLOGY
* 1382	FOOD TECHNOLOGY
* 1384	TEXTILE TECHNOLOGY
* 1386	PHOTOGRAPHIC TECHNOLOGY
* 1397	DOCUMENT ANALYSIS
1399	STUDENT TRAINEE (PHYS. SCI.)
* 1410	LIBRARIAN
1411	LIBRARY TECHNICIAN
* 1412	TECHNICAL INFORMATION SERVICES
* 1420	ARCHIVIST
1421	ARCHIVES TECHNICIAN
* 1510	ACTUARY
* 1515	OPERATIONS RESEARCH
* 1520	MATHEMATICS
1521	MATHEMATICS TECHNICIAN
* 1529	MATHEMATICAL STATISTICIAN
* 1530	STATISTICIAN
1531	STATISTICAL ASSISTANT
* 1540	CRYPTOGRAPHY
1541	CRYPTANALYSIS
* 1550	COMPUTER SCIENCE
1599	STUDENT TRAINEE (MATHEMATICAL SCIENCE)
* 1601	GENERAL FACILITIES AND EQUIPMENT
* 1630	CEMETERY ADMINISTRATION
* 1640	FACILITY MANAGEMENT
* 1654	PRINTING MANAGEMENT
1658	LAUNDRY/DRY CLEANING PLANT MANAGEMENT
1667	STEWARD
* 1670	EQUIPMENT SPECIALIST
1699	EQUIPMENT & FACILITIES MANAGEMENT STUDENT TRAINEE
* 1701	GENERAL EDUCATION AND TRAINING

Occupational Codes:

CODE	DEFINITION
* 1702	EDUCATION AND TRAINING TECHNICIAN
* 1710	EDUCATION AND VOCATIONAL TRAINING
* 1712	TRAINING INSTRUCTION
* 1715	VOCATIONAL REHABILITATION
* 1720	EDUCATION PROGRAM
* 1722	SCHOOL ADMINISTRATION
* 1724	ELEMENTARY TEACHING
* 1725	PUBLIC HEALTH EDUCATOR
* 1726	SECONDARY TEACHING
* 1728	SPECIAL EDUCATION
* 1730	EDUCATION RESEARCH
* 1740	EDUCATION SERVICES
* 1750	INSTRUCTIONAL SYSTEMS
* 1755	VOCATIONAL-TECHNICAL INSTRUCTION
* 1810	GENERAL INVESTIGATING
* 1811	CRIMINAL INVESTIGATING
* 1812	GAME LAW ENFORCEMENT
* 1815	AIR SAFETY INVESTIGATING
* 1816	IMMIGRATION INSPECTION
* 1822	COAL MINE INSPECTION
* 1825	AVIATION SAFETY
* 1831	SECURITIES COMPLIANCE EXAMINING
* 1850	AGRICULTURAL COMMODITY WAREHOUSE EXAMINING
* 1854	ALCOHOL, TOBACCO, AND FIREARMS INSPECTION
1855	ALCOHOL TAX TECHNICIAN
1862	CONSUMER SAFETY INSPECTION
1863	FOOD INSPECTION
* 1864	PUBLIC HEALTH QUARANTINE INSPECTION
1884	CUSTOMS PATROL OFFICER
* 1889	IMPORT SPECIALIST
* 1890	CUSTOMS INSPECTION
* 1892	CUSTOMS APPRAISING AND EXAMINING
1894	CUSTOMS ENTRY AND LIQUIDATING
1895	CUSTOMS WAREHOUSE OFFICER
1896	BORDER PATROL AGENT
1897	CUSTOMS AID
1898	ADMEASUREMENT
* 1910	QUALITY ASSURANCE
1960	QUALITY INSPECTION
* 1980	AGRICULTURAL COMMODITY GRADING
1981	AGRICULTURAL COMMODITY AID
* 2001	GENERAL SUPPLY

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Occupational Codes:

CODE	DEFINITION

```
*  2003    SUPPLY PROGRAM MANAGEMENT
   2005    SUPPLY CLERICAL AND TECHNICIAN
*  2010    INVENTORY MANAGEMENT
*  2030    DISTRIBUTION FACILITIES AND STORAGE MANAGEMENT
*  2032    PACKAGING
*  2050    SUPPLY CATALOGING
   2091    SALES STORE CLERICAL
*  2101    TRANSPORTATION SPECIALIST
   2102    TRANSPORTATION CLERK AND ASSISTANT
   2110    TRANSPORTATION INDUSTRY ANALYSIS
   2111    TRANSPORTATION RATE & TARIFF EXAMINING
*  2121    RAILROAD SAFETY
*  2123    MOTOR CARRIER SAFETY
*  2125    HIGHWAY SAFETY
*  2130    TRAFFIC MANAGEMENT
   2131    FREIGHT RATE
   2132    TRAVEL
   2133    PASSENGER RATE
   2134    SHIPMENT CLERICAL
   2135    TRANSPORTATION LOSS & DAMAGE CLAIMS EXAMINING
   2144    CARGO SCHEDULING
*  2150    TRANSPORTATION OPERATIONS
   2151    DISPATCHING
*  2152    AIR TRAFFIC CONTROL
   2154    AIR TRAFFIC ASSISTANCE
*  2161    MARINE CARGO
*  2181    AIRCRAFT OPERATION
   2604    ELECTRONICS MECHANIC
   2614    ELECTRONICS MECHANIC
   2805    ELECTRICIAN
   2810    ELECTRICIAN (HIGH VOLT.)
   2854    ELECTRICAL EQUIPMENT REPAIRING
   3111    SEWING MACHINE OPERATING
   3314    INSTRUMENT MAKING
   3359    INSTRUMENT MECHANIC
   3414    MACHINING
   3501    MISCELLANEOUS GENERAL SERVICES AND SUPPORT WORK
   3502    LABORING
   3506    SUMMER AID/STUDENT AID
   3511    LABORATORY WORKING
   3566    CUSTODIAL WORKER
   2030    DISTRIBUTION FACILITIES AND STORAGE MANAGEMENT
```

Occupational Codes:

CODE	DEFINITION
3602	CEMENT FINISHING
3603	MASONRY
3604	TILE SETTING
3610	INSULATING
3653	ASPHALT WORKING
3703	WELDING
3801	MISCELLANEOUS METAL WORK
3806	SHEET METAL MECHANIC
3817	LOCKSMITHING
3901	VIDEO/SOUND RECORDING EQUIPMENT OPERATING
3910	MOTION PICTURE PROJECTION
4102	PAINTING
4104	SIGN PAINTING
4204	PIPEFITTING
4206	PLUMBING
4370	GLASSBLOWING
4401	MISCELLANEOUS PRINTING AND REPRODUCTION
4402	BINDERY WORKING
4405	FILM ASSEMBLING-STRIPPING
4414	OFFSET PHOTOGRAPHY
4416	PLATEMAKING
4417	OFFSET PRESS OPERATING
4604	WOOD WORKING
4605	WOOD CRAFTING
4607	CARPENTRY
4701	MISC GENERAL MAINTENANCE AND OPERATIONS WORK
4742	UTILITY SYSTEMS REPAIRING-OPERATING
4749	MAINTENANCE MECHANIC
4804	LOCKSMITH
4805	MEDICAL EQUIPMENT REPAIRING
4806	OFFICE APPLIANCE REPAIRING
5001	MISCELLANEOUS PLANT AND ANIMAL WORK
5003	GARDENING
5026	PEST CONTROLLING
5042	TREE TRIMMING AND REMOVING
5048	ANIMAL CARETAKING
5212	LABORATORY WORKING
5301	MISCELLANEOUS INDUSTRIAL EQUIPMENT MAINTENANCE
5306	REFRIGERATOR/AIR CONDITIONING EQUIPMENT
5309	HEATING AND BOILER PLANT EQUIPMENT MECHANIC
5313	ELEVATOR MECHANIC
5352	INDUSTRIAL EQUIPMENT MECHANIC
5401	MISCELLANEOUS INDUSTRIAL EQUIPMENT OPERATION

Occupational Codes:

CODE	DEFINITION
5402	BOILER PLANT OPERATING
5403	INCINERATOR OPERATING
5406	UTILITY SYSTEMS OPERATING
5409	WATER TREATMENT PLANT OPERATOR
5415	AIR CONDITIONER EQUIPMENT OPERATING
5438	ELEVATOR OPERATOR
5467	INCINERATOR PLANT OPERATOR
5701	MISC TRANSPORTATION/MOBILE EQUIPMENT OPERATION
5703	MOTOR VEHICLE OPERATING
5705	TRACTOR OPERATING
5716	ENGINEERING EQUIPMENT OPERATING
5803	HEAVY MOBILE EQUIPMENT MECHANIC
5806	MOBILE EQUIPMENT SERVICING
5823	AUTOMOTIVE MECHANIC
6901	MISCELLANEOUS WAREHOUSING & STOCK HANDLING
6904	TOOL AND PARTS ATTENDING
6907	WAREHOUSE WORKING
6910	MATERIALS EXPEDITING
6912	MATERIAL SORTING AND CLASSIFYING
6914	STORE WORKING
6965	MATERIAL AND EQUIPMENT INSPECTOR
7002	PACKING
7009	EQUIPMENT CLEANING
7304	LAUNDRY WORKING
7305	LAUNDRY MACHINE OPERATING
7306	PRESSING
7307	DRY CLEANING
7402	BAKING
7404	COOKING
7408	FOOD SERVICE WORKING
7706	ANIMAL CARETAKER

Pay Plan Codes:

<u>CODE</u>	<u>DEFINITION</u>
AD	Administratively Determined
CC	Commissioned Officers
CZ	Canal Zone (GS type)
*EC	Experts and Consultants
EE	Experts
EF	Consultants
EG	Consultants
EI	Advisory Committee Members
ES	Senior Executive Service
EX	Executive Pay
FC	Foreign Compensation (AID)
*GG	Grades like GS
GM	PMRS System
GS	General Schedule
GW	Schedule A comparable to GS (stay-in-school)
RS	Senior Biomedical Research Service Member
SR	Statutory Rate
SL	Senior Level
ST	Section 210(G) - Scientific & Professional
SV	Student Volunteer
WD	Production Facilitating (non-supervisory)
WG	Nonsupervisory Federal Wage System
*WI	Printing and Lithographic Pay Schedule
WL	Wage Leader
WN	Production Facilitating (Supervisory)
*WP	Printing and Lithographic Pay Schedule
WS	Supervisory Federal Wage System
WT	Federal Apprentices and Shop Trainees
WW	Schedule A comparable to WG (stay-in-school)
WZ	Canal Zone Wage
XD	Printing and Lithographic Wage (non-suprv.)
XL	Printing and Lithographic Wage (leader jobs)
XN	Printing and Lithographic Wage (supervisory)
XP	Printing and Lithographic Wage (non-suprv.)
XS	Printing and Lithographic Wage (supervisory)
YV	Summer Aid
YW	Student Aid
ZZ	Unpaid Worker

* Note that these pay-plans are currently not in use or expired.

Pay Rate Determinant Codes:

CODE	DEFINITION
A	Retained Grade - Diff Pos
B	Retained Grade - Same Pos
C	Critical Pay Position
E	Retained Grade & Special Rate - Diff Pos
F	Retained Grade & Special Rate - Same Pos
J	Retained Pay - Same Pos
K	Retained Pay - Diff Pos
R	Retained Pay - SES Removal
S	Continued SES Basic Pay
U	Retained Grade and Pay - Same Pos
V	Retained Grade and Pay - Diff Pos
2	Saved Rate - Indefinite
3	Retained Pay - Special Rate Adjustment
4	Saved Rate - Other
5	Special Rate and Superior Qualifications Rate
6	Special Rate
7	Superior Qualifications Rate
8	Advanced Rate
0	Not Applicable
X	Nurses

Retirement Codes:

CODE	DEFINITION
1	Civil Service
2	FICA (Social Security)
3	Foreign Service
4	None
5	Other
6	Civil Service Special
R	FICA (social Security) and Civil Service 7%
T	FICA and Civil Service Special 7.5%
W	FICA and Foreign Service
X	FICA and Other
C	FICA and Civil Service 1.3%
G	FICA and Foreign Service 1.3%
J	FICA and Other 1.3%
E	FICA and Civil Service Special 1.3%
K	FERS and FICA
L	FERS and FICA
M	FERS and FICA - Special
N	FERS and FICA - Reserve Technicians
P	Foreign Service Pension System and FICA

Scientific Program Identifier Codes:

CODE   DEFINITION

    30   Section 210(g) (ST)
    42   Visiting Associate (AD)
    43   Visiting Scientist (AD)
    51   Senior Staff Fellows (AD)
    50   Research Associates - 'Staff-fellows' (AD)
    52   Clinical Associates - 'Med Staff Fellows' (AD)
    53   Dental Staff Fellows (AD)
    54   Epidemiology Staff Fellows (AD)
    60   Senior Executive Service (ES)
    61   Senior Scientific Service (ES)
    70   Member Advisory Council (EI)
    71   Member, Committee (EI)
    72   Member, Group (EI)
    73   Member, Board of Scientific Counselors (EI)
    77   Experts or Consultants (EE or EG)
    79   Expert (NCI & NHLBI only) (EE)
    80   Expert

Special Program (DHHS) codes:

CODE	DEFINITION
00	Not Applicable
01	Patients employed at gov't. sanatorial
02	Student trainees in govt. hosp. receiving stipends
03	Residents and interns (med & dental) in govt. hospitals receiving stipends
04	Special consultants at NCI
05	Special consultants at NHLBI
06	Special consultants at NIH
07	HHS management interns
08	Member NHS Corps.
56	Federal Summer Intern
57	Federal Jr. Fellowship Program
58	Work Release
59	Veterans Readjustment Appointment
60	30% Disable Veteran
62	Cooperative Education
67	Special Handicap Appointment
68	Title 38 employees, Special Pay Rate
71	AD/EE PP that exceeded executive level 1

APPENDIX A   CODE CHART 20

Statistical Area codes:

CODE   **DEFINITION**

```
A    Washington, D.C.
B    Baltimore, MD
C    Boston, MA
D    Atlanta, GA
E    Raleigh-Durham, NC
F    Great Falls, MT
G    Puerto Rico
H    New York, NY
I    Los Angeles, CA
J    Alaska
K    San Francisco, CA
L    LaJolla, CA
M    Philadelphia, PA
N    Chicago, IL
O    Dallas, TX
P    Kansas City, KS
Q    Denver, CO
R    Seattle, WA
S    Hawaii
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Metropolitan area as defined by the Federal, Committee on Standard Metropolitan Area Codes: Arlington, Fairfax, Loudoun, Stafford and Prince William counties, Virginia; Calvert, Charles, Frederick, Montgomery, and Prince Georges counties, Maryland; District of Columbia, Alexandria, Fairfax, Falls Church, Manassas and Manassass Park cities.

APPENDIX A   **CODE CHART 21**

Thrift Status Plan Allotment codes:

CODE   DEFINITION

Y   Elected to participate in the TSPA.
N   Elected not to participate in the TSPA.
T   Elected to terminate participation in the TSPA.
E   Eligible, but hasn't elected to participate in
      TSPA.
I   New hire (Ineligible) for TSPA.
J   Ineligible at this time for TSPA.

APPENDIX A   CODE CHART 22

Nature Of Action Codes:

CODE	DEFINITION	TYPE
001X	CANCELLATION (PRIOR ACTION)	CANCELLATION
0010	CANCELLATION	CANCELLATION
002A	SSN CORRECTION	CORRECTION
002B	NOAC/EFF-DATE/AUTHORITY CORRECTION	CORRECTION
002X	CORRECTION (PRIOR ACTION)	CORRECTION
0020	CORRECTION	CORRECTION
1000	CAREER APPT	ACCESSION
1010	CAREER COND APPT	ACCESSION
1020	CAREER EXECUTIVE ASSIGN	ACCESSION
1030	CAREER EXECUTIVE ASSIGN-COND	ACCESSION
1040	NONCAREER EXECUTIVE ASSIGN	ACCESSION
1070	EMERGENCY APPT	ACCESSION
1080	TERM APPT NTE DATE	ACCESSION
1120	TEMPORARY APPT. PENDING ESTAB OF A REGISTER	ACCESSION
1150	APPT NTE DATE	ACCESSION
117S	SUMMER APPT NTE DATE (SUMMER AID)	ACCESSION
1170	SUMMER APPT NTE DATE	ACCESSION
1200	OVERSEAS LIMITED APPT	ACCESSION
1220	OVERSEAS LIMITED APPT NTE DATE	ACCESSION
1240	APPT STATUS QUO	ACCESSION
1280	LIMITED EXECUTIVE ASSIGN	ACCESSION
1300	TRANSFER	ACCESSION
1320	MASS TRANSFER	ACCESSION
1400	REINSTATEMENT-CAREER	ACCESSION
1410	REINSTATEMENT-CAREER COND	ACCESSION
1420	SES CAREER APPT	ACCESSION
1430	REINSTATEMENT-SES CAREER	ACCESSION
1450	TRANSFER SES CAREER	ACCESSION
1460	SES NONCAREER APPT	ACCESSION
1470	TRANSFER SES NONCAREER	ACCESSION
1480	SES LIMITED TERM APPT NTE DATE	ACCESSION
1490	SES LIMITED EMERGENCY APPT NTE DATE	ACCESSION
1500	CANAL AREA CAREER COND APPT	ACCESSION
1510	CANAL AREA CAREER APPT	ACCESSION
1520	CANAL ZONE TEMP-APPT. PER	ACCESSION
1530	CANAL AREA NTE DATE	ACCESSION
1540	CANAL AREA TERM APPT NTE DATE	ACCESSION
1550	CANAL AREA REAPPOINTMENT	ACCESSION
1570	CANAL AREA TRANSFER	ACCESSION
170R	EXCEPTED APPT	ACCESSION
1700	EXCEPTED APPT	ACCESSION

Nature Of Action Codes:

CODE	DEFINITION	TYPE
171R	EXCEPTED APPT NTE DATE	ACCESSION
1710	EXCEPTED APPT NTE DATE	ACCESSION
1900	PROVISIONAL APPT NTE DATE	ACCESSION
1980	INTERIM APPT IN NONDUTY STATUS	ACCESSION
1990	INTERIM APPOINTMENT	ACCESSION
280X	PLACEMENT IN PAY STATUS (PRIOR ACTION)	OTHER ACTIONS
2800	PLACEMENT IN PAY STATUS	OTHER ACTIONS
292A	RETURN TO DUTY-MILITARY	OTHER ACTIONS
292X	RETURN TO DUTY (PRIOR ACTION)	OTHER ACTIONS
2920	RETURN TO DUTY	OTHER ACTIONS
2930	RETURN TO PAY STATUS	OTHER ACTIONS
3000	RETIREMENT-MANDATORY	SEPARATION
3010	RETIREMENT-DISABILITY	SEPARATION
3020	RETIREMENT-VOLUNTARY	SEPARATION
3030	RETIREMENT-SPECIAL OPTION	SEPARATION
3040	RETIREMENT IN LIEU OF INVOLUNTARY ACTION	SEPARATION
3120	RESIGNATION IN LIEU OF INVOLUNTARY ACTION	SEPARATION
317A	RESIGNATION	SEPARATION
3170	RESIGNATION	SEPARATION
3300	REMOVAL	SEPARATION
3500	DEATH	SEPARATION
3510	TERMINATION-SPONSOR RELOCATING	SEPARATION
3520	TERMINATION-APPT IN (AGENCY)	SEPARATION
353A	TERMINATION - MILITARY	SEPARATION
3530	TERMINATION-MILITARY	SEPARATION
3540	TERMINATION-DISABILITY	SEPARATION
3550	TERMINATION EXPIRATION OF APPT	SEPARATION
3560	TERMINATION-INVOLUNTARY	SEPARATION
3570	TERMINATION	SEPARATION
3850	DISCHARGE DURING PROBATIONARY/TRIAL PERIOD	SEPARATION
3860	DISCHARGE	SEPARATION
430X	PLACEMENT IN NON-PAY STATUS (PRIOR ACTION)	OTHER ACTIONS
4300	PLACEMENT IN NONPAY STATUS	OTHER ACTIONS
450X	SUSPENSION NTE DATE (PRIOR ACTION)	OTHER ACTIONS
4500	SUSPENSION NOT TO EXCEED DATE	OTHER ACTIONS
452X	SUSPENSION INDEFINITE (PRIOR ACTION)	OTHER ACTIONS
4520	SUSPENSION-INDEFINITE	OTHER ACTIONS
460X	LWOP NTE-DATE (PRIOR ACTION)	OTHER ACTIONS
4600	LEAVE WITHOUT PAY NTE DATE	OTHER ACTIONS
462X	LWP NTE-DATE (PRIOR ACTION)	OTHER ACTIONS

Nature Of Action Codes:

CODE	DEFINITION	TYPE
4620	LEAVE WITH PAY NTE DATE	OTHER ACTIONS
4710	FURLOUGH	OTHER ACTIONS
472X	FURLOUGH NTE DATE (PRIOR ACTION)	OTHER ACTIONS
4720	FURLOUGH NTE DATE	OTHER ACTIONS
473X	FURLOUGH MILITARY (PRIOR ACTION)	OTHER ACTIONS
4730	LEAVE WITHOUT PAY - MILITARY	OTHER ACTIONS
480X	SABBATICAL NTE-DATE (PRIOR ACTION)	OTHER ACTIONS
4800	SABBATICAL NTE DATE	OTHER ACTIONS
500X	CONV TO CAREER APPT (PRIOR ACTION)	CONVERSION
5000	CONV TO CAREER APPT	CONVERSION
501X	CONV TO CAREER COND APPT (PRIOR ACTION)	CONVERSION
5010	CONV TO CAREER COND APPT	CONVERSION
5020	CONV TO CAREER EXECUTIVE ASSIGN	CONVERSION
5030	CONV TO CAREER EXECUTIVE ASSIGN-COND	CONVERSION
5040	CONV TO NONCAREER EXECUTIVE ASSIGN	CONVERSION
5070	CONV TO EMERGENCY APPT NTE DATE	CONVERSION
508X	CONV TO TERM APPT NTE DATE (PRIOR ACTION)	CONVERSION
5080	CONV TO TERM APPT NTE DATE	CONVERSION
5120	CONV TO TEMP APPT-PENDING ESTAB OF A REGISTER	CONVERSION
515X	CONV TO APPT NTE DATE (PRIOR ACTION)	CONVERSION
5150	CONV TO APPT NTE DATE	CONVERSION
5170	CONV TO SUMMER APPT NTE DATE	CONVERSION
5200	CONV TO OVERSEAS LIMITED APPT	CONVERSION
5220	CONV TO OVERSEAS LIMITED APPT NTE DATE	CONVERSION
5240	CONV TO APPT-STATUS QUO	CONVERSION
5280	CONV TO LIMITED EXECUTIVE ASSIGN	CONVERSION
540X	CONV TO REINS CAREER (PRIOR ACTION)	CONVERSION
5400	CONV TO REINSTATEMENT-CAREER	CONVERSION
541X	CONV TO REINS CAREER-COND (PRIOR ACTION)	CONVERSION
5410	CONV TO REINSTATEMENT-CAREER-COND	CONVERSION
5420	CONV TO SES CAREER APPT	CONVERSION
5430	CONV TO REINSTATEMENT-SES CAREER	CONVERSION
5460	CONV TO SES NONCAREER APPT	CONVERSION
5480	CONV TO SES LIMITED TEMP APPT NTE DATE	CONVERSION
5490	CONV TO SES LIMITED EXEC APPT NTE DATE	CONVERSION
5500	CONV TO CANAL AREA CAREER-COND APPT	CONVERSION
5510	CONV TO CANAL AREA CAREER APPT	CONVERSION
5520	CONV TO CZ TEMP APPT – PER	CONVERSION
5530	CONV TO CANAL AREA APPT NTE DATE	CONVERSION
5540	CONV TO CANAL AREA TERM APPT NTE DATE	CONVERSION
5550	CONV TO CANAL AREA REAPPOINTMENT	CONVERSION

Nature Of Action Codes:

CODE	DEFINITION	TYPE
5560	CONV TO CANAL ZONE STATUS CODE	CONVERSION
570X	CONV TO EXC APPT (PRIOR ACTION)	CONVERSION
5700	CONV TO EXCEPTED APPT	CONVERSION
571X	CONV TO EXC APPT NTE DATE (PRIOR ACTION)	CONVERSION
5710	CONV TO EXCEPTED APPT NTE DATE	CONVERSION
5900	CONV TO PROVISIONAL APPT NTE	CONVERSION
702A	PROM-PERMANENT	PROMOTION
702X	PROM (PRIOR ACTION)	PROMOTION
7020	PROM	PROMOTION
703X	PROM NTE-DATE (PRIOR ACTION)	PROMOTION
7030	PROM NTE DATE	PROMOTION
713X	CHANGE TO LOWER GRADE (PRIOR ACTION)	OTHER ACTIONS
7130	CHANGE TO LOWER GRADE	OTHER ACTIONS
721A	REASSIGNMENT SES	REASSIGNMENT
721X	REASSIGNMENT (PRIOR ACTION)	REASSIGNMENT
7210	REASSIGNMENT	REASSIGNMENT
7400	POSITION CHANGE	OTHER ACTIONS
7410	POSITION CHANGE NTE DATE	OTHER ACTIONS
7500	CONTINUANCE NTE DATE	OTHER ACTIONS
7550	EXCEPTION TO RIF RELEASE	OTHER ACTIONS
7600	EXT OF APPT NTE DATE	OTHER ACTIONS
7610	EXT OF SUMMER APPT NTE DATE	OTHER ACTIONS
7620	EXT OF SES LIMITED APPT NTE DATE	OTHER ACTIONS
7650	EXT OF TERM APPT NTE DATE	OTHER ACTIONS
769X	EXT OF PROM NTE-DATE (PRIOR ACTION)	OTHER ACTIONS
7690	EXT OF PROM NTE DATE	OTHER ACTIONS
7700	EXT OF POSITION CHANGE NTE DATE	OTHER ACTIONS
772X	EXT OF FURLOUGH NTE-DATE (PRIOR ACTION)	OTHER ACTIONS
7720	EXT OF FURLOUGH NTE DATE	OTHER ACTIONS
773X	EXT OF LWOP NTE-DATE (PRIOR ACTION)	OTHER ACTIONS
7730	EXT OF LEAVE WITHOUT PAY NTE DATE	OTHER ACTIONS
7800	NAME CHANGE FROM FORMER NAME	OTHER ACTIONS
781S	CHANGE IN WORK SCHEDULE (SIS)	OTHER ACTIONS
781X	CHANGE IN WORK SCHEDULE (PRIOR ACTION)	OTHER ACTIONS
7810	CHANGE IN WORK SCHEDULE	OTHER ACTIONS
782X	CHANGE IN HOURS (PRIOR ACTION)	OTHER ACTIONS
7820	CHANGE IN HOURS	OTHER ACTIONS
790X	REALIGNMENT (PRIOR ACTION)	OTHER ACTIONS
7900	REALIGNMENT	OTHER ACTIONS
792X	CHANGE IN DUTY STATION (PRIOR ACTION)	OTHER ACTIONS
7920	CHANGE IN DUTY STATION	OTHER ACTIONS
8000	CHANGE IN DATA ELEMENT	OTHER ACTIONS

Nature Of Action Codes:

CODE	DEFINITION	TYPE
803A	CHANGE IN RETIREMENT PLAN (TO FERS)	OTHER ACTIONS
803B	CHANGE IN RETIREMENT PLAN (CSRS)	OTHER ACTIONS
803X	CHANGE IN RETIREMENT PLAN (PRIOR)	OTHER ACTIONS
8030	CHANGE IN RETIREMENT PLAN	OTHER ACTIONS
810A	RETENTION START/CHANGE	OTHER ACTIONS
810B	SUPERVISORY DIFF START/CHANGE	OTHER ACTIONS
810C	STAFFING DIFF START/CHANGE	OTHER ACTIONS
810D	RETENTION STOP	OTHER ACTIONS
810E	SUPERVISORY STOP	OTHER ACTIONS
810F	STAFFING STOP	OTHER ACTIONS
8150	RECRUITMENT BONUS	OTHER ACTIONS
8160	RELOCATION BONUS	OTHER ACTIONS
8180	AUO START/CHANGE	OTHER ACTIONS
8181	AUO (TERMINATION)	OTHER ACTIONS
840	INDIVIDUAL CASH AWARD	AWARD
841	GROUP CASH AWARD	AWARD
842	INDIVIDUAL SUGGESTION/INVENTION	AWARD
843	GROUP SUGGESTION/INVENTION AWARD	AWARD
844	FOREIGN LANGUAGE AWARD	AWARD
845	TRAVEL SAVINGS INCENTIVES	AWARD
846	INDIVIDUAL TIME-OFF AWARD	AWARD
847	GROUP TIME-OFF AWARD	AWARD
850A	PSP START	OTHER ACTIONS
850B	PSP CHANGE	OTHER ACTIONS
850C	LENGTH OF SERVICE INCREASE	OTHER ACTIONS
850D	TERMINATE PSP	OTHER ACTIONS
8660	TERMINATION OF GRADE RETENTION	OTHER ACTIONS
8670	INTERIM WGI	OTHER ACTIONS
8680	TERMINATION OF INTERMIM WGI	OTHER ACTIONS
8720	TIME-OFF AWD	AWARD
873Y	FOREIGN LANG AWARD (SEPARATED)	AWARD
8730	FOREIGN LANGUAGE AWD	AWARD
8740	GAINSHARING AWD	AWARD
875Y	SUGGESTION AWARD	AWARD
8750	SUGGESTION AWARD	AWARD
876Y	INVENTION AWARD	AWARD
8760	INVENTION AWARD	AWARD
877Y	SPECIAL ACT OR SERVICE AWARD	AWARD
8770	SPECIAL ACT OR SERVICE AWARD	AWARD
	ALL OTHER PAY PLANS WHERE LAC=V3G	
8770	ON THE SPOT AWARDS	AWARD
	FOR GM PAY PLAN WHERE LAC=V7L	
	ALL OTHER PAY PLANS WHERE LAC=V3F,	
878Y	SENIOR EXECUTIVE SERVICE RANK	AWARD
8780	SES RANK AWARD - NOT RECORDED IN SYSTEM	AWARD
880X	CHANGE IN TENURE GROUP (PRIOR ACTION)	OTHER ACTIONS
8800	CHANGE IN TENURE GROUP	OTHER ACTIONS
881X	FEGLI CHANGE (PRIOR ACTION)	OTHER ACTIONS
8810	FEGLI CHANGE	OTHER ACTIONS
882X	CHANGE IN SCD (PRIOR ACTION)	OTHER ACTIONS

Nature Of Action Codes:

CODE	DEFINITION	TYPE
8820	CHANGE IN SCD	OTHER ACTIONS
883X	CHANGE IN VET PREF (PRIOR ACTION)	OTHER ACTIONS
8830	CHANGE IN VET PREFERENCE	OTHER ACTIONS
885Y	PERFORMANCE AWARD	AWARD
8850	PERFORMANCE AWD	AWARD
888X	DENIAL OF WITHIN GRADE INC (PRIOR ACTION)	OTHER ACTIONS
8880	DENIAL OF WITH IN GRADE INCREASE	OTHER ACTIONS
8890	PMRS PERFORMANCE AWARD	AWARD
8900	MERIT PAY CASH AWD	AWARD
891A	MERIT INCREASE (ZERO INCREASE	OTHER ACTIONS
8910	MERIT INC (WGI FOR GM EMPLOYEES AS OF 9/30/93)	OTHER ACTIONS
892X	QUALITY INC (PRIOR ACTION)	OTHER ACTIONS
8920	QUALITY STEP INCREASE	OTHER ACTIONS
893X	WITHIN GRADE INC (PRIOR ACTION)	OTHER ACTIONS
8930	WITHIN GRADE INCREASE	OTHER ACTIONS
894X	PAY ADJUSTMENT (PRIOR ACTION)	OTHER ACTIONS
8940	PAY ADJUSTMENT	OTHER ACTIONS
8950	LOCALITY ADJ	OTHER ACTIONS
899X	STEP ADJUSTMENT (PRIOR ACTION)	OTHER ACTIONS
8990	STEP ADJUSTMENT	OTHER ACTIONS
9000	PAYROLL-TDCS MASTER FILE ADJ	PAY ACTIONS
9040	REG SCH STDBY DUTY PAY-STRT/CHNG	PAY ACTIONS
9042	REG SCH STDBY DUTY PAY-STOP	PAY ACTIONS
9050	APPT STUDENT VOLUNTEER	OTHER ACTIONS
9060	TERMINATION STUDENT VOLUNTEER	OTHER ACTIONS
9100	SF-1150 LEAVE DATA	OTHER ACTIONS
9101	HHS-510 LEAVE DATA	OTHER ACTIONS
9160	HAZARDOUS DUTY PAY STRT/CHNG	PAY ACTIONS
9170	HAZARDOUS DUTY PAY - STOP	PAY ACTIONS
9180	ENVIRONMENTAL DIFF-STRT/CHNG	PAY ACTIONS
9190	ENVIRONMENTAL DIFF - STOP	PAY ACTIONS
9210	FEDERAL TAX WITHHOLDING-STRT/CHNG	PAY ACTIONS
9211	FEDERAL TAX WITHHOLDING - STOP	PAY ACTIONS
9212	EIC WITHHOLDING-STRT/CHNG	PAY ACTIONS
9213	EIC WITHHOLDING - STOP	PAY ACTIONS
9230	ALIMONY/CHILD SUPPORT	PAY ACTIONS
9251	STATE TAX WITHHOLDING-STRT/CHNG	PAY ACTIONS
9260	STATE TAX WITHHOLDING - STOP	PAY ACTIONS
9270	CITY TAX WITHHOLDING-STRT/CHNG	PAY ACTIONS

Nature Of Action Codes:

CODE	DEFINITION	TYPE
9280	CITY TAX WITHHOLDING - STOP	PAY ACTIONS
9291	CNTY TAX WITHHOLDING STOP	PAY ACTIONS
9321	MERIT PAY POOL	OTHER ACTIONS
9321	ESTABLISH MERIT PAY POOL	OTHER ACTIONS
9322	MERIT PAY POOL DESIGNATOR	OTHER ACTIONS
9323	MERIT PAY PERFORMANCE PLAN DATE	OTHER ACTIONS
9329	CANCEL MERIT PAY DATA	OTHER ACTIONS
9330	MERIT PAY PERFORMANCE RATING	OTHER ACTIONS
9331	EPMS PERFORMANCE RATING	OTHER ACTIONS
9332	EPMS PERFORMANCE RATING - CHG	OTHER ACTIONS
9353	BOND REFUND REQUEST	PAY ACTIONS
9360	SAVING ALLOTMENT - STOP	PAY ACTIONS
9370	SAVING ALLOTMENT - START	PAY ACTIONS
9380	SAVING ALLOTMENT - CHNG	PAY ACTIONS
9390	RACE AND NATIONAL ORIGIN	OTHER ACTIONS
9400	CHNG IN ADMINISTRATIVE CODE	OTHER ACTIONS
9410	CHNG IN GEOGRAPHIC LOCATION CODE	OTHER ACTIONS
9420	CHNG IN POSITION TITLE	OTHER ACTIONS
9430	CHNG IN POSITION NUMBER	OTHER ACTIONS
9460	NET ALLOTMENT - STOP	PAY ACTIONS
9470	NET ALLOTMENT - START	PAY ACTIONS
9501	UNION DUES STOP - OUTSIDE BU	PAY ACTIONS
9502	UNION DUES STOP - EMPLY	PAY ACTIONS
9503	UNION DUES STOP - UNION	PAY ACTIONS
9510	UNION DUES DEDUCTION - START	PAY ACTIONS
9520	TDCS ACCESSION ONLY	OTHER ACTIONS
9530	TDCS SEPARATION ONLY	OTHER ACTIONS
9570	CHNG FROM I TO TEMP EXCEEDED 130 DAYS	OTHER ACTIONS
9580	PHYS COMP ALLOWANCE STRT NTE DATE	PAY ACTIONS
9590	PHYS COMP ALLOWANCE STOP	PAY ACTIONS
9600	HEALTH BENEFITS - STOP	PAY ACTIONS
962T	H.B. START/CHANGE FOR TEMPS	PAY ACTIONS
9620	HEALTH BENEFITS - START/CHNG	PAY ACTIONS
9621	HB TRANSFER IN	PAY ACTIONS
9624	SF-2811 DELETE	OTHER ACTIONS
9625	PRODUCE SF-2811 PRELIMINARY DATA	OTHER ACTIONS
9626	PRODUCE SF-2811	OTHER ACTIONS
963A	TRANSFER-IN UNDER DEDUCT - START	PAY ACTIONS
963B	TRANSFER-IN UNDER DEDUCT - CHANGE	PAY ACTIONS
963C	AGENCY ONE PERCENT CONTRIBUTION	PAY ACTIONS
9630	EST THRIFT FUND ACCOUNT	PAY ACTIONS

Nature Of Action Codes:

CODE	DEFINITION	TYPE
9631	CHANGE THRIFT FUND ACCOUNT	PAY ACTIONS
9632	STOP THRIFT FUND ACCOUNT	PAY ACTIONS
9633	CANCEL ERRONEOUS THRIFT ACCOUNT	PAY ACTIONS
9634	THRIFT UNDER DEDUCTION - START	PAY ACTIONS
9635	THRIFT UNDER DEDUCTION - CHANGE	PAY ACTIONS
9637	THRIFT DATA TRANSFER - IN	PAY ACTIONS
9638	THRIFT UNDER DEDUCTION - STOP	PAY ACTIONS
964A	MAJ HNR AWD/HHS DIST SERV AWD	AWARD
964B	MAJ HNR AWD/SEC AWD FOR EXECEP ACHIEV	AWARD
964C	MAJ HNR AWD/SEC SPEC CIT FOR 10 OUTSTND EMPLYS	AWARD
964D	MAJ HNR AWD/SEC SPEC CITATION	AWARD
964E	MAJ HNR AWD/HHS OUTSTND HAND EMPLY OF THE YEAR	AWARD
964F	MAJ HNR AWD/HHS EQUAL OPP ACHIEV AWD	AWARD
964G	MAJ HNR AWD/SEC DIST VOL SERV AWD	AWARD
964H	MAJ HNR AWD/DEPT MANAG AWD	AWARD
964I	MAJ HNR AWD/SEC RECOG AWD	AWARD
964J	MAJ HNR AWD/HHS MEDALLION SEAL AWD	AWARD
964K	MAJ HNR AWD/SEC CERT OF APPREC	AWARD
964L	MAJ HNR AWD/SEC LETTER OF APPREC	AWARD
964M	MAJ HNR AWD/SUGG OF THE YEAR AWD	AWARD
964N	MAJ HNR AWD/HHS SUPERIOR SERV AWD	AWARD
964P	MAJ HNR AWD/PRES AWD FOR DIST FED CIV SERV	AWARD
964Q	MAJ HNR AWD/PRES MANAG IMPROV AWD	AWARD
964R	MAJ HNR AWD/PRES LETTER OF COMMENDATION	AWARD
964S	MAJ HNR AWD/REG DIRECTOR'S CITATION	AWARD
964Y	MAJOR HONOR AWARD	AWARD
9650	CANCELLATION MAJ HNR AWD	CANCEL
9660	CORRECTION MAJ HNR AWD	CORRECTION
9690	ESTABLISH GRADE AND PAY SEGMENT	OTHER/ACTION
9700	CHARITY DEDUCTION - STOP	PAY ACTIONS
9710	CHARITY DEDUCTION - STRT/CHNG	PAY ACTIONS
9720	TRAINING AUTHORIZATION - STOP	OTHER/ACTION
9721	TRAINING AUTHORIZATION - CHNG	OTHER ACTION
9722	TRAINING AUTHORIZATION - STOP	OTHER ACTION
9730	TESTING DESIGNATED POS CODE START	OTHER ACTION
9750	UNION MASTER UPDATE	OTHER ACTION
9760	SPO MASTER UPDATE	OTHER ACTION
9820	VOLUNTEER SERVICE - WOC	OTHER ACTION
9830	TERMINAL VOLUNTEER SERVICE	OTHER ACTION
9840	UNIFORM ALLOWANCE - STOP	PAY ACTIONS

Nature Of Action Codes:

CODE	DEFINITION	TYPE
9870	PREMIUM PAY - STRT/CHNG	PAY ACTIONS
9910	POST DIFFERENTIAL - STRT/CHNG	PAY ACTIONS
9920	COST OF LIVING ALLOWANCE - STRT/CHNG	PAY ACTIONS
9930	QUARTERS DEDUCTIONS - STRT/CHNG	PAY ACTIONS
9940	SUBSISTENCE DEDUCTION - STRT/CHNG	PAY ACTIONS
9950	LAUNDRY DEDUCTION - STRT/CHNG	PAY ACTIONS
9960	UNIFORM ALLOWANCE PER HOUR - STRT/CHNG	PAY ACTIONS
9961	UNIFORM ALLOWANCE PER DAY - STRT/CHNG	PAY ACTIONS
9971	POST DIFFERENTIAL – STOP	PAY ACTIONS
9972	COST OF LIVING ALLOWANCE - STOP	PAY ACTIONS
9973	QUARTERS DEDUCTIONS – STOP	PAY ACTIONS
9974	SUBSISTENCE DEDUCTION – STOP	PAY ACTIONS
9975	LAUNDRY DEDUCTION – STOP	PAY ACTIONS
9976	REEMPLOYED ANNUITANT MONTHLY ANNUITY - STOP	PAY ACTIONS
9977	PREMIUM PAY – STOP	PAY ACTIONS
9986	REEMPLOYED ANNUITANT MONTHLY ANNUITY TRT/CHNG	PAY ACTIONS
9987	RIF UPDATE	OTHER ACTIONS
9995	HOME ADDRESS CHANGE	OTHER ACTIONS
9998	HOME ADDRESS CHANGE - SEPARATED EMPLY	OTHERACTIONS

Nature Of Action Codes for Commissioned Officers:

CODE   DEFINITION

CODE	DEFINITION
0000	(PAYROLL) Address Change
0001	Cost of Living Allowance (COLA)
0002	Housing Allowance (HOLA)
0003	Repayment of Amount Due to Agencies
0004	Separating Officers
0005	Rent-Plus Start/Stop/Change
0009	VEA Correction to Active Duty
0020	Amendment to Active Duty
0021	Amendment to Active Duty
0022	Amendx to Active Duty
0023	Miscellaneous to Active Duty
0031	Amendment to Inactive
0032	Amendx to Inactive
0033	Miscellaneous to Inactive
0041	Amendment to Terminated/Never Appointed
0051	Amendment to Retired
0052	Amendx to Retired
0053	Miscellaneous to Retired
0060	Amendment-PHS Serial Number
0061	Amendment-Social Security Number
0062	Amendment-Base Pay Entry Date
0063	Amendment-Special Pay Entry Date
0064	Amendment-TGrade (Pay Grade)
0065	Amendment-PGrade
0066	Amendment-Leprosy Pay Authorization
0067	Amendment-Flight Pay Authorization
0068	Amendment-AWOL
0069	Amendment-FSA1 Status
0070	Amendment-VIP
0071	Amendment-Indebtedness (Payback)
0072	Amendment-GSACode
0073	Amendment-Creditable Service Entry Date
0074	Amendment-Retention Pay
0075	Amendment-Retirement Credit Date
0076	Amendment-Address
0077	Amendment-Action Effective Date
0078	Amendment-Training and Experience Date
0079	Amendment-Additional Special Pay
0080	Amendment-Incentive Special Pay
0082	Amendx-CAN-(Pay)/D.A. Number
0083	Amendx-Trained Specialty
0098	Foreign Compensation Salary change

Nature Of Action Codes for Commissioned Officers:

CODE   DEFINITION

0099   **Cancellation**
0100   **Indebtedness (Payback)**
1010   **Inter-Service Transfer (CAD)**
1011   **Jr. Costep Appt. and Call to Short Tour of Duty**
1012   **Call To Active Duty from Outside of Serv. Appt.**
1013   **Inactive Appt-From Outside the Service**
1014   **Recall to Active Duty From the Inactive Reserve**
1015   **Jr. Costep Recall to Short Tour of Active Duty**
1016   **Sr. Costep Appt. & Call to Active Duty**
1017   **Sr. Costep Call to Active Duty From Inactive**
1018   **Delayed Call to Active Duty**
1019   **DCAD Appointment from the Inactive**
1130   **Intermittent Tour of Duty**
1611   **Retiree Recall to Active Duty**
3022   **Retirement**
3028   **Retirement and Immediate Recall to Active Duty**
3029   **Retirement Changed Temp Disab. to Perm Disab.**
3101   **Inactivation (Reserve Non-Jr Costep)**
3102   **Inactivation (Sr Costep)**
3103   **Inactivation Regular Corps**
3104   **Inactivation Completion of LTD**
3501   **Termination Death Active**
3502   **Termination-Death Inactive**
3503   **Termination-Death Retired**
3521   **Termination from Active Duty**
3523   **Termination Completion of LTD**
3525   **Termination - Inactive**
3527   **Termination - Retired**
6021   **Assimilation (Appt to Regular Corps)**
7021   **PGrade Promotion**
7022   **Tgrade (Pay Grade) Promotion**
7023   **TGrade Reversion**
7209   **Conversion from Jr Costep to Sr Costep**
7210   **Costep Conversion to Preserve Active (General Duty)**
7211   **Transfer (Agency to Agency)**
7213   **Transfer (Program to Program)**
7215   **Transfer (Duty Station to Duty Station)**
7216   **Transfer Into Training**
7217   **Transfer Out of Training**
7218   **Transfer Into LWOP Status**
7219   **Transfer Out of LWOP Status**
7220   **Transfer Temp Duty Assignment**
7320   **Transfer -- Temp Duty**

Nature Of Action Codes for Commissioned Officers:

CODE   DEFINITION

7601	**Amendment/Extension of Limited Tour of Duty**
7602	**Extension of Recall to Active Duty**
7603	**Extension of Intermittent Tour of Duty**
7609	**Removal of LTD Restriction**
7801	**Name Change**
7802	**Position Description Change**
7850	**PHS Award**
8201	**Category Change**
8202	**Transfer of USUHS Student (Graduation)**
8401	**Into AWOL Status**
8402	**Removal of AWOL Status**
8403	**Into and Return from AWOL Status**
8930	**Base Pay Longevity**
8933	**Dentist Special Pay Longevity**
8935	**Variable Special Pay Longevity**
8938	**Board Certified Pay Longevity**
8940	**VIP Authorization**
8941	**VIP Renewal**
8942	**Continuation Pay Authorization**
8943	**Continuation Pay Renewal**
8944	**Additional Special Pay Authorization**
8945	**Additional Special Pay Termination**
8946	**Additional Special Pay Contract Extension**
8947	**MRB Pay Authorization-Initial**
8948	**MRB Pay Authorization-Renewal**
8950	**Retention Pay Authorization-Initial**
8951	**Retention Pay Authorization-Renewal**
8952	**RSP Termination**
8953	**MSPC Termination**
8955	**ISP-Hardship Pay Auth & Renewal**
8956	**ISP-Hardship Pay Termination**
8957	**ISP-ROG Pay Authorization**
8958	**ISP-ROG Pay Renewal**
8959	**ISP-ROG Pay Termination**
8960	**Board Certified Pay Authorization**
8961	**Board Certified Pay Auth Removal**
8962	**Board Recertification**
8965	**Nurse Accession Bonus Pay Authorization**
8966	**Category Bonus Pay Authorization**
8970	**Leprosy Pay Authorization**
8971	**Leprosy Pay Auth Removal**
8972	**Flight Pay Authorization**
8973	**Flight Pay Auth Removal**

Nature Of Action Codes for Commissioned Officers:

 CODE   **DEFINITION**

CODE	DEFINITION
8974	FSA1 Authorization
8975	FSA1 Auth Removal
8980	Save Pay Authorization
8981	Veteran Education Allowance
8990	Incentive Award Authorization
9000	VA Comp for Retirees-Start
9001	VA Comp for Retirees-Stop
9005	VA Comp for Annuitants-Start
9006	VA Comp for Annuitants-Stop
9010	Insert SBP Number
9011	Delete SBP Number
9015	Disability Tax-Start
9016	Disability Tax-Stop
9020	SBP Base Reduction
9025	SBP Spouse-Start
9026	SBP Spouse-Stop
9027	SBP Former Spouse-Start
9028	SBP Former Spouse-Stop
9030	SBP Child-Start
9031	SBP Child-Stop
9035	SBP 2nd Party-Start
9036	SBP 2nd Party-Stop
9040	SBP RSFPP-Start
9041	SBP RSFPP-Stop
9042	Deceased Retiree Action
9043	Deceased Annuitant Action
9045	Add Annuitant to Pay File
9050	Retirement Salary
9051	Annuitant Salary
9052	Ret/Annuitant DEP
9061	Annuitant SSAN Change
9100	IRP Intermittent Duty Pay
9161	Flight Pay (Non-Crew Member)
9162	Flight Pay (Crew Member)
9171	Survivor Benefit Plan
9212	Federal Tax
9342	State Tax - Retiree-Start
9344	State Tax - Retiree-Stop
9352	State Tax
9353	COSB Internal Use
9360	Savings Account Allotment-Stop
9362	Insurance Allotment-Stop
9363	Savings Bond-Stop

Nature Of Action Codes for Commissioned Officers:

CODE   DEFINITION

9370	**Savings Account Allotment-Start**
9372	**Insurance Allotment-Start**
9373	**Savings Bond-Start**
9380	**Savings Account Allotment-Change**
9382	**Insurance Allotment-Change**
9461	**Net Check to Bank-Start**
9462	**Net Check to Bank-Stop**
9463	**Non-Composite Check to Bank-Start**
9464	**Non-Composite Check to Bank-Stop**
9561	**Uniform Allowance**
9700	**Charity Allotment-Start**
9710	**Charity Allotment-Stop**
9715	**Rent Payment-Start/Stop/Change**
9830	**Education Allowance**
9840	**Duty Station Report of Arrival**
9841	**Dependency Recertification**
9842	**PHS 6070 Received**
9843	**CAD Dependent Certification Received**
9844	**Overseas Station Allowance Certification**
9845	**Set Former Spouse Protection Act Flag**
9850	**Lump Sum Leave**
9855	**Servicemen's Group Life Insurance (SGLI)**
9857	**Dental Insurance Program - Enrollment Action**
9858	**Dental Insurance Program - Change Premium Code**
9859	**Dental Insurance Program - Disenrollment Action**
9860	**Quarters Allowance**
9861	**VHA Start - Arrival New Duty Station**
9862	**VHA Start - Actual Costs**
9863	**VHA Change**
9864	**VHA Stop**
9865	**VHA Zip Code Correction**
9869	**VHA-BAQ Change (Pay Raise)**
9871	**Dual Compensation-Start/Change**
9872	**Dual Compensation-Stop**
9873	**Social Security Offset-Start/Change**
9874	**Social Security Offset-Stop**
9880	**Annuitant Recertification**
9891	**Family Separation Allowance-II**
9910	**COLA Monthly Payment**
9920	**HOLA Monthly Payment**
9930	**VHA Monthly Payment**
9940	**Calculate Pay for Specific Number of Days**
9950	**Rent Plus Monthly Payment**

Nature Of Action Codes for Commissioned Officers:

CODE   DEFINITION

9960   Advance Base Pay
9970   Temporary Lodging Allowance
9980   Former Spouse Allotments Start/Stop
9998   Reserved for Rent-Plus
9999   Reserved for COLA

APPENDIX A   CODE CHART 24

*Rogstat Codes:

CODE   DEFINITION

A	**RESEARCH OFFICER - UNTENURED ASSOCIATE**
K	**RESEARCH OFFICER - TENURE TRACK**
R	**RESEARCH OFFICER - TENURED**
N	**NOT IN ROG**

*ROGSTAT DATA ELEMENT NOT CAPTURED PRIOR TO 02/23/1991.

APPENDIX A   CODE CHART 25

Type of Appointment Codes:

CODE   DEFINITION

1   **Career/Career Conditional/SES Career**
2   **Excepted appointment/SES Noncareer**
3   **Excepted appointment with specific limitation SES limited term**
4   **Excepted Appointment /SES limited emergency**
5   **Schedule C appointments**
6   **Competitive Service appointment (with a specific time limitation of SES limited term and special health benefits)**
7   **Excepted Service appointment (with a specific time limitation and special health benefits coverage)**

Federal Health Benefits Codes:

CODE	DEFINITION
BL1	CHESAPEAKE HEALTH PLAN
BL2	CHESAPEAKE HEALTH PLAN
DS1	LINCOLN NATIONAL HEALTH PLAN
DS2	LINCOLN NATIONAL HEALTH PLAN
E31	KAISER/MID-ATLANTIC
E32	KAISER/MID-ATLANTIC
E51	GEORGE WASHINGTON UNIV HP (HIGH)
E52	GEORGE WASHINGTON UNIV HP (HIGH)
E54	GEORGE WASHINGTON UNIV HP (STND)
E5	GEORGE WASHINGTON UNIV HP (STND)
E1	KAISER/MID-ATLANTIC
72	KAISER/MID-ATLANTIC
HD1	PRUDENTIAL HEALTH PLAN/MID-ATLANTIC
HD2	PRUDENTIAL HEALTH PLAN/MID-ATLANTIC
JB1	PRUDENTIAL HEALTH PLAN/MID-ATLANTIC
JB2	PRUDENTIAL HEALTH PLAN/MID-ATLANTIC
JM1	POTOMAC HEALTH
JM2	POTOMAC HEALTH
JN1	HEALTHPLUS (HIGH)
JN2	HEALTHPLUS (HIGH)
JN4	HEALTHPLUS (STND)
JN5	HEALTHPLUS (STND)
JP1	M.D. IPA
JP2	M.D. IPA
JQ1	CAREFIRST
JQ2	CAREFIRST
JW1	HEALTHPLUS (HIGH)
JW2	HEALTHPLUS (HIGH)
JW4	HEALTHPLUS (STND)
JW5	HEALTHPLUS (STND)
LD1	FREE STATE HEALTH PLAN
LD2	FREE STATE HEALTH PLAN
V81	AETNA HEALTH PLAN
V82	AETNA HEALTH PLAN
W31	CIGNA HEALTHPLAN OF VIRGINIA/CENTRAL VA
W32	CIGNA HEALTHPLAN OF VIRGINIA/CENTRAL VA
X91	PHYSICIANS CARE
X92	PHYSICIANS CARE
501	GROUP HEALTH ASSOCIATION (HIGH)
502	GROUP HEALTH ASSOCIATION (HIGH)
504	GROUP HEALTH ASSOCIATION (STND)

APPENDIX A   CODE CHART 26

Federal Health Benefits Codes:

CODE	DEFINITION
505	GROUP HEALTH ASSOCIATION (STND)
671	COLUMBIA MEDICAL PLAN
672	COLUMBIA MEDICAL PLAN

APPENDIX A   CODE CHART 27

Course Types:

CODE   DEFINITION

01   Executive and Management
02   Supervisory
03   Legal,Medical,Scientific, or Engineering
04   Administration and Analysis
05   Specialty and Technical
06   Clerical
07   Trade or Craft
08   Orientation

APPENDIX A   CODE CHART 28

Source Codes:

CODE   DEFINITION

27	**GOVERNMENT/INTERNAL**
28	**GOVERNMENT/INTERAGENCY**
29	**NON-GOV./COLLEGE, PROFESSIONAL ASSOCIATION, NON-PROFIT**
30	**NON-GOVERNMENT/PRIVATE, OTHER**

APPENDIX A   CODE CHART 29

Special Interest Codes:

CODE   **DEFINITION**

CODE	DEFINITION
06	RESERVED FOR DEPARTMENT USE.
07	RESERVED FOR DEPARTMENT USE.
08	RESERVED FOR DEPARTMENT USE.
09	NOT A SPECIAL INTEREST PROGRAM.
11	COTA (TRAINING AGREEMENT)
12	COOPERATIVE EDUCATION
13	PRESIDENTIAL MGMT INTERN
14	SES CANDIDATE DEVELOPMENT
15	WOMEN'S MGMT TRG INITIATIVE
16	ASDC
17	TDSP

Skill Codes:

CODE	DEFINITION	CODE	DEFINITION
0601	OTHER MEDICAL & HEALTH	0701	VETERINARY MEDICINE
0680	DENTISTRY	9988	PSYCHIATRY
1300	OTHER SCIENTIFIC	1529	MATHEMATICS & STATISTICS
0801	OTHER ENGINEERING	0830	MECHANICAL ENGINEERING
0803	SAFETY ENGINEERING	0850	ELECTRICAL & ELECTRONIC
0810	CIVIL ENGINEERING	0893	CHEMICAL ENGINEERING
0819	SANITARIAN ENGINEERING		
0900	OTHER LEGAL	0905	ATTORNEY TRAINING
0101	OTHER SOCIAL SCIENCES	1410	LIBRARY SCIENCE
0185	SOCIAL WORK	1701	EDUCATION
4001	EXEC DEVELOPMENT-GENERAL	4003	SUPV DEVELOPMENT-GENERAL
4002	MGMT DEVELOPMENT-GENERAL	4004	FUNCTIONAL MGMT DEVELOP.
0001	TRADES & CRAFTS	0330	ADP
0002	OTHER TECHNICAL	0501	FINANCE & ACCOUNTING
0003	PC TRAINING	1860	INSPECTION(SAFETY HEAT)
0004	AUTOMATED SYSTEMS	2001	SUPPLY
0200	PERSONNEL		
0301	CLERICAL & OFFICE SERVICE		
1081	PUBLIC RELATIONS & INFO	9996	LISTENING
1082	WRITING	9997	OTHER COMMUNICATION
9994	READING	9998	EEO
9995	SPEAKING	9999	CAREER PLANNING

APPENDIX A   CODE CHART 31

Purpose Codes:

CODE   DEFINITION

01   ORIENTATION
02   NHANCING PRESENT PERFORMANCE
03   IMPROVING MINIMALLY SATISFACTORY PERFORMANCE
04   RETAINING FOR OCCUPATIONAL CHANGE
05   MISSION/PROGRAM CHANGES
06   SPECIAL INITIATIVES
07   SHORTAGE JOBS - ACADEMIC TRAINING
08   NEW SUPERVISOR
09   NEW MANAGER
10   TRADE/CRAFT

APPENDIX A   CODE CHART 32

Scarcity Codes:

CODE   **DEFINITION**

01	**Primary care**
02	**Physical Med and Rehab**
03	**Gastroenterology**
04	**Psychiatry**
05	**Pathology**
06	**Urology**
07	**Otolaryngology**
08	**Nuclear Medicine**
09	**General Surgery**
10	**Cardiology**
11	**Anesthesiology**
12	**Cardiac Surgery**
13	**Gynecology**
14	**Neurosurgery**
15	**Ophthalmology**
16	**Orthopedic Surgery**
17	**Plastic Surgery**
18	**Radiology**
19	**Thoracic Surgery**

For DDSs:

01   `Oral Maxillofacial Surgery`

Commissioned Officer Career Track Series:

CODE	DESCRIPTION	TYPE
0000	STUDENT (COSTEP OR USUHS)	CAREER
0010	CLINICAL MANAGEMENT	CAREER
0011	CLINICAL PRACTICE & CONSULTATION	CAREER
0011	RESEARCH	PRIMARY
0012	CLINICAL QUALITY ASSURANCE & OVERSIGHT	CAREER
0012	RESEARCH CONTRACT & GRANT ADMIN	PRIMARY
0013	CLINICAL TRAINING & TEACHING	CAREER
0013	DEVELOPMENT	PRIMARY
0014	TESTING & EVALUATION	PRIMARY
0020	EPID/PUBLIC HLTH: CONST, DESIGN, ENG CONSULT	CAREER
0021	EPID/PUBLIC HLTH: ENVIRON/SANITA, CONSULTATION	CAREER
0021	DESIGN	PRIMARY
0022	EPID/PUBLIC HLTH: EPIDEMIOLOGIC PRAC TEACH RSRCH	CAREER
0022	CONTRUCTION	PRIMARY
0023	EPID/PUBLIC HLTH: HEALTH PROMOTION /EDUCATION	CAREER
0024	EPID/PUBLIC HLTH: OCCUPATIONAL SAFETY/HLTH	CAREER
0024	INSTALLATION, OPERATIONS, AND MAINTENANCE	PRIMARY
0025	EPID/PUBLIC HLTH: SCIENTIFIC,TECH,INFO,DEVELMNT	CAREER
0026	EPID/PUBLIC HLTH:STUDY DESIGN,DATA COLL,ANALYS	CAREER
0030	PROG MGMT: POLICY DEVELOPMNT,PLANNING/EVALU	CAREER
0031	PROGRAM MGMT: LEGISLATION	CAREER
0031	DATA COLLECTION, PROCESSING, AND ANALYSIS	PRIMARY
0032	PROGRAM MGMT: CORE MANAGEMENT	CAREER
0033	PROGRAM MGMT: TRAINING	CAREER
0034	PROGRAM MGMT: TECHNICAL ASST. & CONSULTATION	CAREER
0040	REGULATORY AFFAIRS: ENFORCEMENT &COMPLIANCE	CAREER
0041	REGULATORY AFFAIRS: PROGRAM CONSULTATION	CAREER
0041	STANDARDS AND SPECIFICATIONS	PRIMARY
0042	REGULATORY AFFAIRS: STDS/SPECIFICATIONS DEVEL	CAREER
0042	REGULATORY ENFORCEMENT & LICENSING	PRIMARY
0043	REGULATORY AFFAIRS: TESTING & EVALUTION	CAREER
0050	CLINICAL, FIELD, OR LABORATORY RESEARCH	CAREER
0051	RESEARCH: ADMINISTRATION	CAREER
0051	NATURAL RESOURCE OPERATIONS	PRIMARY
0052	RESEARCH: SUPPORT & DEMONSTRATIONS PROJECTS	CAREER
0053	RESEARCH: TRAINING	CAREER
0061	INTRAMURAL (IN-SERVICE) TRAINING	PRIMARY
0062	EXTRAMURAL (OUT-OF-SERVICE) TRAINING	PRIMARY
0070	DISASTER/HUMANITARIAN RELIEF	CAREER
0080	TEMPORARY DUTY ASSIGNMENTS	CAREER
0081	CLINICAL PRACTICE, COUNSELING, & ANCILLARY MED	PRIMARY
0091	PLANNING	PRIMARY

Commissioned Officer Career Track Series:

0092	MANAGEMENT	PRIMARY
0093	TEACHING AND TRAINING	PRIMARY
0094	TECHNICAL ASSISTANCE AND CONSULTING	PRIMARY
0099	OTHER	PRIMARY

APPENDIX B

REPORTING CONCEPTS FOR HRDB REPORT

Definitions and Concepts Used by the HRDB for reporting

Users of the HRDB are frequently called upon to display information from the Human Resources Database which frequently requires intimate knowledge of the individual items within the Human Resources Database and how they interrelate. This section of the HRDB Handbook is designed to identify some of these item interrelationships as they apply to terms frequently used in reporting DPM information from the HRDB system. This section is offered as an aid to the user in accurately reporting and displaying information from the HRDB. For clarity, data item numbers have been assigned to each data item. For example when requesting data elements you can refer to them by name or element number.

1.   **Physicians Comparability Allowance Length**

   If PCA_LEN is greater than '1' then PCA_AMT must be divided by the PCA_LEN. These data items can contain data for more than one year.

2.   **Salary Annual Rate**

   SAL_ANN_RTE for Wage grade employees reflects only the hourly rate of pay not annual salary. Wage grade salaries need to be computed as follows: (SAL_ANN_RTE * 2080). Where '2080' is the hours worked in a given year.

3.   **Nature Of Action Codes**

   The following examples show how to select specific categories by Nature Of Action Code.

   ACCESSIONS: 1st byte of (NOAC LIKE '1%' OR NOAC LIKE '5%' OR NOAC LIKE '7%') AND (ADMIN_FROM IS NULL OR ADMIN_FROM NOT LIKE 'HN%')
   Accessions are anyone coming to your ICD from another gov't. agency or a new hire.

   SEPARATIONS: 1st byte of (NOAC LIKE '3%' OR NOAC LIKE '5%' OR NOAC LIKE '7%') AND (ADMIN_TO IS NULL OR ADMIN_TO NOT LIKE 'HN%')
   Separations are anyone leaving your ICD for another gov't agency or leaving the federal government.

   PROMOTIONS: (NOAC LIKE '702%' OR NOAC LIKE '703%') AND (ADMIN_TO LIKE 'HNA%' AND ADMIN_FROM LIKE 'HNA%')
   Promotions are only those promoted within ICD.

   REASSIGNMENTS: NOAC LIKE '721%' AND (ADMIN_TO LIKE 'HNA%' AND ADMIN_FROM LIKE 'HNA%')
   Reassignments are only those being reassigned within ICD.

   CONVERSIONS: NOAC LIKE '5%' AND ADMIN_TO LIKE 'HNA%' AND ADMIN_FROM LIKE 'HNA%'
   Conversions are only those being converted within ICD.

   CONVERSIONS TO PERMANENT STATUS: NOAC LIKE '501%' AND ADMIN_TO LIKE 'HNA%' AND ADMIN_FROM LIKE 'HNA%'
   Conversions to Permanent are only those being converted within ICD.

**ADVERSE ACTIONS: NOAC = '3300' OR NOAC = '3850' OR NOAC='3860'
OR NOAC='450X' OR NOAC='4520' OR NOAC='452X' OR NOAC='713X'
OR (NOAC='3560' AND LTST_CSC_LAC1 IN ('LUM','VHJ','VJJ','QGM'
,'QHM','VWR','VWP')
OR (NOAC='7130' AND LTST_CSC_LAC1 IN ('VGP','VAJ','VHJ','VUJ'
,'VVJ')**

4. Fiscal Year

The definition for fiscal year is as follows:

**Effective dates should be coded for FY 1983 in this manner.
EFF_DTE BETWEEN '10/01/1982' AND '09/30/1983'**

5. Coding MD's and PhD's

**To code an employee with an MD degree the Highest Education Level
HI_ED_LVL IN (15,16). For a PhD HI_ED_LVL IN (21,22).**

6. Handicapped/Disabled Employees

A handicapped employee is anyone having a HND_CD >= '06'.

**Targeted disabilities are coded as follows: 16, 17, 23, 25, 28,
32-38, 64-68, 71-78, 82, 90-92.**

**7. ES Promotions
Occurs where NOAC = 8940 and the step changes or
where Pay Plan changes from GM to ES or
when a 15 position becomes an ES position.**

**8. Temporary Appointments
Pos - Occup = 1
Tenure = 0**

**9. Definitions of research scientist, tenured research scientist, and
intramural and extramural research scientist:**

COMMISSIONED CORPS RESEARCH SCIENTISTS are in:

Corps Categories: **01 -- Medical (MD),**
                          02 -- Dental (DDS or DMD),
                          05 -- Scientist,
                                -- OR --
                          07 -- Veterinary Officer (DVM or DVPH);
                                -- AND --

Grade: CO-04 or above.

RESEARCH SCIENTISTS in all other pay plans are employees in the following series, pay plans, and grades:

<u>Definitions of Research Scientist:</u>

0180 Psychologist

0401 Biologist
0403 Microbiologist
0405 Pharmacologist
0410 Zoologist
0413 Physiologist
0414 Entomologist

0415 Toxicologist
0440 Geneticist

0601 Health Scientist Administrator, Grants Associate,
        Epidemiologist, Health Programs Specialist, Others
0602 Medical Officer
0680 Dental Officer

0701 Veterinary Medical Officer

1301 Physical Scientist
1306 Health Physicist
1310 Research Physicist
1320 Chemist

1515 Operations Research Analyst
1520 Mathematician
1529 Mathematical Statistician
1530 Statistician
1550 Computer Scientist

Pay Plans:

AD --   Service Fellows -- all staff in above series.

EE --   Experts (Special or Regular) -- all staff in above series.

EG --   Consultants -- all staff in above series.

ES --   Senior Executive and Senior Scientific Services -- all staff
        in above series.

EX --   Executive Schedule -- all staff in above series.

GS/GM --   General Schedule staff in:

            above series -- AND -- either:

            permanent appointment at grade 13 or above,

            -- OR --
            -- temporary appointment at grade 12 or above.

RS --   Senior Biomedical Research Service -- all staff in above
        series.

SL --   Senior Level -- all staff in above series.

ST --   USC 3104, Scientific and Technical [Section 210(G)] -- all
        staff in above series.

TENURED RESEARCH SCIENTIST: Research scientist with permanent
                                  appointment. (FTP/PTP)

INTRAMURAL RESEARCH SCIENTIST: Research scientist in an
organizational unit designated as intramural by the code "*"
(asterisk) in the field "Intramural Code".

EXTRAMURAL RESEARCH SCIENTIST; Research scientist in an
organizational unit designated as extramural by the code "1"
in the field "Intramural Code".

"PERM APPT" = POSITION INCUMBENCY "1" OR "9".
"TEMP APPT" = POSITION INCUMBENCY "2", "4,5,6", OR "8".

10. **Research Type**

Research Type is based on the following pay-plans, grades, series, and all are full-time permanent employees.

SERIES: 0101, 0110, 0180, 0184, 0401, 0403, 0405,
0410, 0413, 0414, 0415, 0440, 0601, 0602,
0610, 0630, 0660, 0665, 0680, 0685, 0690,
0701, 0801, 0819, 0830, 0850, 0854, 0855,
0858, 0893, 1001, 1301, 1306, 1310, 1320,
1515, 1520, 1529, 1530, 1550, 1701, 1725,
0340, 0631

PP/GR: GS and grade greater than '11'

-

GM and grade greater than '11'

-

CC and grade greater than '02'

-

ES, EX, ST

11. **Definition of Program Type Codes**

Intramural - Programs involved in bench science and clinical research and those persons/organizations that support them directly. Therefore, a laboratory secretary would be considered as intramural.

Extramural - Programs that are involved in awarding funds in support of medical research and those persons/organizations that support them directly.

Other - All other programs not specifically identified as intramural/extramural. Generally administrative programs that provide staff/operational support to both intramural/extramural programs.

12. **Coding of Supervisory/non-supervisory positions**
Supervisors are coded as pos_ind_cd = 1, 2, 3

Non-Supervisors are coded as pos_ind_cd not= 1, 2, 3

13. **Definition for Senior Level Employees**

All Pay Plans must be .

Pay Plans to include:

AD and salary >= 56627
EE
SL
ES
EX
ST
GS/GM grade 14 or above

Senior level excludes all non-supervisory scientist.

14. **Definition of FEORP Series**

The following series are included under FEORP:

0201, 0334, 0341, 0343, 0401, 0403, 0404, 0601, 0602,
0610, 0644, 1101, 1102, 1320, 1410 and 1412.

15. **Selecting Student Education Employment Program (SEEP**

To select the former SIS (Stay-in-School) program do the
following:
Payplans: GS, WG
Legal Authority: ZLM, Y1K, Y2K, Y3K, Y4K, Y5K
Position Occupied: 2

16. Control Positions

Control Function	Definition	Series Covered
Personnel	Employees who perform personnel functions, such as staffing, classification, position mgmt, or labor relations.	200 range minus the 204 & 205 military pers. series.
Budget	Employees who perform budget functions, such as program or budget development, review, or analysis.	560 Budget Analysis 561 Budget Clerical
Accounting/ Auditing	Employees who perform accounting and auditing functions, including financial & management audits.	500 range minus the 560 & 561 series.
Acquisition	Employees in acquisition and procurement functions.	1101 Business/Industry 1102 Contracting 1103 Ind. Property Mgmt 1105 Purchasing 1106 Procurement(Cler.) 1150 Industrial Spec. 1910 Quality Assurance
Legislative	Employees who perform public affairs or legislative functions.	1035 series as well as employees who perform legislative functs under other specific occ. codes.

APPENDIX C

CENTRAL TABLE SYSTEM FOR ITEMS REFERENCED IN HANDBOOK

---------------- HRDB ----------------

TABLE NAME	DESCRIPTION	TYPE
AGC1PST.ANNIND	ANN_CD	INT
	ANN_DEF	CHAR
AGC1PST.AWARDS	AWD_NO	CHAR
	AWD_DEF	CHAR
AGC1PST.BARG	BRG_CD	INT
	BRG_DEF	CHAR
AGC1PST.CEIL	CEIL_CD	CHAR
	CEIL_DEF	CHAR
AGC1PST.CITIZEN	CIT_CD	INT
	CIT_DEF	CHAR
AGC1PST.COCAT	COCAT_CD	INT
	COCAT_DEF	CHAR
AGC1PST.CONOA	NOA_CD	CHAR
	NOA_DEF	CHAR
	NOA_TYPE	CHAR
AGC1PST.COSTAT	COSTAT_CD	INT
	COSTAT_DEF	CHAR
AGC1PST.CSCFUNC	CSC_CD	INT
	CSC_DEF	CHAR
AGC1PST.DOCTYP	DOCTYP_CD	CHAR
	DOCTYP_DEF	CHAR
AGC1PST.DRUG	DR_CD	CHAR
	DR_DEF	CHAR
AGC1PST.EPMSRTE	EPMS_RTE	CHAR
	EPMS_DEF	CHAR
AGC1PST.FEGLI	FEGLI_CD	CHAR
	FEGLI_DEF	CHAR
AGC1PST.FEHBA	FEHBA_CD	CHAR
	FEHBA_DEF	CHAR

---------------- HRDB ----------------

TABLE NAME	DESCRIPTION	TYPE
AGC1PST.FILL	FILL_CD	CHAR
	FILL_DEF	CHAR
AGC1PST.FLSA	FL_CD	CHAR
	FL_DEF	CHAR
AGC1PST.HAND	HAND_CD	INT
	HAND_DEF	CHAR
AGC1PST.INSTPRG	INSTPRG_CD	INT
	INSTPRG_DEF	CHAR
AGC1PST.HIEDLVL	HI_ED_CD	INT
	HI_ED_DEF	CHAR
AGC1PST.ORGTYPE	ORGT_CD	CHAR
	ORGT_DEF	CHAR
AGC1PST.LEAVE	L_CD	INT
	L_DEF	CHAR
AGC1PST.MO	MO_CD	CHAR
	MO_DEF	CHAR
AGC1PST.MONTHS	NUM	INT
	MONTHS	CHAR
AGC1PST.NOA	NOA_CD	CHAR
	NOA_DEF	CHAR
	NOA_TYPE	CHAR
AGC1PST.PAYBAS	PAY_CD	CHAR
	PAY_DEF	CHAR
AGC1PST.PAYDATES	PPNUM	CHAR
	PPBEG	DATE
	PPEND	DATE
AGC1PST.PAYPLAN	PP_CD	CHAR
	PP_DEF	CHAR

TABLE NAME	DESCRIPTION	TYPE
AGC1PST.PAYRATE	PR_CD	CHAR
	PR_DEF	CHAR
AGC1PST.PMRSELEM	PELM_CD	CHAR
	PELM_DEF	CHAR
AGC1PST.PMRSRTE	PMRS_RTE	CHAR
	PMRS_DEF	CHAR
AGC1PST.POSENS	POSENS_CD	INT
	POSENS_DEF	CHAR
AGC1PST.POSINC	POS_CD	INT
	POS_DEF	CHAR
AGC1PST.POSIND	POSIN_CD	INT
	POSIN_DEF	CHAR
AGC1PST.POSOCC	POSO_CD	INT
	POSO_DEF	CHAR
AGC1PST.PRMTMP	PT_CD	INT
	PT_DEF	CHAR
AGC1PST.RESTYP	RTYPE_CD	INT
	RTYPE_DEF	CHAR
AGC1PST.RETIRE	R_CD	CHAR
	R_DEF	CHAR
AGC1PST.ROG	ROG_CD	CHAR
	ROG_DEF	CHAR
AGC1PST.SCAR_CODES	SPEC_CODE	CHAR
	SPECIALTY	CHAR
AGC1PST.SCIPRG	SCI_CD	INT
	SCI_DEF	CHAR
	SCI_PP	CHAR
AGC1PST.SERIES	OCC_CD	INT
	OCC_TITLE	CHAR
	PATCO	CHAR
	GR2_SER	CHAR

CENTRAL TABLE SYSTEM
FOR ITEMS REFERENCED IN HANDBOOK

----------------- HRDB ----------------

TABLE NAME	DESCRIPTION	TYPE
AGC1PST.SPECDHHS	SDHHS_CD	INT
	SDHHS_DEF	CHAR
AGC1PST.STAT	STAT_CD	CHAR
	STAT_DEF	CHAR
AGC1PST.TENURE	TEN_CD	INT
	TEN_DEF	CHAR
AGC1PST.THRIFT	THRIFT_CD	CHAR
	THRIFT_DEF	CHAR
AGC1PST.TYPAPT	TPA_CD	INT
	TPA_DEF	CHAR
AGC1PST.VETPREF	VET_CD	INT
	VET_DEF	CHAR
AGC1PST.VETSTCD	VETST_CD	CHAR
	VETST_DEF	CHAR

APPENDIX E

HRDB DATA CHANGES

HUMAN RESOURCE CHANGES

DATE   TYPE OF CHANGE

05/1984 Last 3 EPMS Ratings/Dates added to Master Data.
01/1985 Commissioned Officer transactions added to system.
05/1986 NIADDK renamed to NIDDK
08/1988 Extramural part of ORG_TYPE was established
06/1989 NIDCD(HN3) new ICD
07/1989 NINCDS renamed to NINDS
09/1989 NCHGR(HN4) new ICD
02/1990 CLINICAL ASSOCIATES now used instead of MED STAFF FELLOW
02/1990 RESEARCH ASSOCIATES now used instead of STAFF FELLOW
03/1990 Drug Designator position added to system.
07/1990 SPID code '68' added to identify Title 38 employees.
10/1990 DRR renamed NCRR
10/1990 DRS abolished
02/1991 ROGSTAT added to system for Commissioned Officers.
02/1991 DRS employees moved into NCRR
10/1991 HRDB implemented
10/1991 PMIS implemented for supplemental data entry
10/1992 NIAAA, NIDA, NIMH added to NIH
02/1993 ORS now part of OD
06/1993 NCNR became NINR
09/1993 PMRS system abolished.
10/1993 TRANSACTIONS now in HRDB database.
10/1993 ACADEMIC DISCIPLINE changed from 4 to 6 digits.
10/1993 SGEG supervisory codes no longer used.
10/1993 GSSG supervisory codes used in place of SGEG.
03/1994 REQUEST forms for data request changed.
01/1994 LOCALITY PAY started for selected employees.
09/1994 Coding for CONTROL vs. NONCONTROL & OPERATIONS/HEAD
**   and CONTROL CATEGORIES now captured in admin-database.**
02/1995 STAY-IN-SCHOOL Program changes to (SEEP).

GENERATED FIELD DEFINITIONS

CUR_POS_STRT_DTE: Takes the effective date of a new hire and moves to this field or where position number changes. This field is not applicable for CO's. This field is not updated it is the action type is a separation.

EOD_NIH: Moves the effective date of any new hire into the NIH into this field. If no date present, EOD_DHHS date is moved into this field.

ICD: This field is generated based on a match-up with the administrative codes table.

LST_PROM: Moves the date of any action type of 701, 702, or 703 into this field.

ORG_INITS: This field is generated based on a match-up with the administrative codes table.

ORG_SRT: This field is generated based on a match-up with the administrative codes table.

PATCO: This field is defined based on selected series for codes 1-6.

PAY_PER_END_DTE: This field contains the current pay-period end date. This field is entered by SAB.

PI_TITLE: This field is generated by SAB, contains English definition for the position incumbency.

POS_INC: This field is based on a combination of pay basis, pay plans, and base hours.

PGM_TYPE: This field is generated based on a match-up with the administrative codes table.

PREV_PPEND_DTE: This field is generated in SAB, contains the prior pay period end date.

ST_CD_DUTSTAT: This field contains only the state from the Statistical area code.

STAT_AREA_CD: This field is based on the state, county, and city codes that are in location code.

RACE_TITLE: Is a generated field that defines the English description for race.