

Dynamic Record Specification, Version 4.4

ICD Seq #	EHRI Ref #	Name	Definition	Data Concept	Data Type	Record Identifier	Priority	Notes
1	652	Social Security Number	The number assigned to an employee's social security account.	Employee ID	NUMBER(9)	Y / Dup	1	
2	74	Date of Birth	An employee's date of birth.	Employee ID	DATE	Y / Dup	1	Used in combination with SSN to uniquely identify an employee.
3	999	EHRI Employee ID	The unique number that EHRI will assign to an employee to identify employee records within the EHRI.	Employee ID	NUMBER(20)		4	This field is currently assigned and stored within EHRI and should be left blank by providers.
4	17	Agency/Subelement	The agency and, where applicable, the administrative subdivision (i.e., subelement) which a person is employed.	Employee ID	VARCHAR(4)	Y / Dup	1	For valid values, reference Agency/Subelement in the Guide to Data Standards.
5	513	Effective Date of Personnel Action	The effective date of a personnel action.	Personnel Action	DATE	Y / Dup	1	
6	436	Nature of Action (1)	The specific personnel action used to create or change a civilian personnel record.	Personnel Action	NUMBER(3)	Y / Dup	1	For valid values, reference Nature of Action (1) in the Guide to Data Standards.
7	381	Legal Authority (1)	The law, executive order, rule, regulation, or other basis that authorizes the appointing officer to effect a personnel action on an employee.	Personnel Action	VARCHAR(3)	Dup	1	For valid values, reference Legal Authority (1) in the Guide to Data Standards.
8	381	Legal Authority (2)	The law, executive order, rule, regulation, or other basis that, in addition to Legal Authority (1) , authorizes the appointing officer to effect a personnel action on an employee.	Personnel Action	VARCHAR(3)	Dup	1	For valid values, reference Legal Authority (2) in the Guide to Data Standards.
9	436	Nature of Action (2)	The specific personnel action used to create or change a civilian personnel record.	Personnel Action	NUMBER(3)	Dup	1	For valid values, reference Nature of Action (2) in the Guide to Data Standards.
10	1016	Nature of Action Being Corrected	The nature of action, previously submitted to the Enterprise Human Resources Integration, that is being corrected.	Personnel Action	VARCHAR(3)		1	See Nature of Action Being Corrected in the Guide to Personnel Data Standards.
11	1009	Effective Date of Personnel Action Being Corrected	The Effective Date of Personnel Action , previously submitted to the Central Personnel Data File, that is being corrected.	Personnel Action	DATE		1	See Effective Date of Personnel Action Being Corrected in the Guide to Data Standards.

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12	956	Current Appointment Authority (1)	The law, executive order, rule, regulation, or other basis that authorizes an employee's most recent conversion or accession action.	Personnel Action	VARCHAR(3)		1	<p>For valid values, reference Current Appointment Authority (1) in the Guide to Data Standards.</p> <p>Current Appointment Authority (1) must be reported for all employees. The current appointment authority is the legal authority on the employee's most recent accession or conversion, excluding any mass transfers. Current appointment authority (1) may be reported as "ZZZ" for competitive service employees whose Service Computation Date for Leave is earlier than January 1982. Code "ZZZ" indicates the employee was appointed before agencies were required to report current appointment authority for competitive service employees.</p> <p>On accession and conversion actions, the current appointment authorities must match the legal authorities. The only exception is Mass Transfer.</p>

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13	957	Current Appointment Authority (2)	The law, executive order, rule, regulation, or other basis that, in addition to Current Appointment Authority (1) , authorizes an employee's most recent conversion or accession action.	Personnel Action	VARCHAR(3)		1	For valid values, reference Current Appointment Authority (2) in the Guide to Data Standards. Current Appointment Authority (2) is blank unless there were two legal authorities on the employee's most recent accession or conversion action. Current appointment authority (2) is always blank if current appointment authority (1) is "ZZZ." On accession and conversion actions, the current appointment authorities must match the legal authorities. The only exception is Mass Transfer.
14	37	Appointment Not to Exceed NTE Date	End date of the employee's temporary not-to-exceed appointment.	Personnel Action	DATE		2	
15	516	Personnel Office Identifier	The identification of the Federal civilian personnel office authorized to appoint and separate an employee, and to the extent such functions have been delegated, prepare personnel actions, maintain official personnel records, and administer programs for staff compensation, training and development, benefits and awards, and employee and labor relations.	Personnel Action	NUMBER(4)		1	For valid values, reference Personnel Office Identifier in the Guide to Data Standards.
16	480	Organizational Component	The lowest administrative subdivision of an agency to which an employee is assigned.	Personnel Action	VARCHAR(18)		1	For valid values, reference Organizational Component in the Guide to Data Standards.
17	776	Sex	An employee's sex.	Personnel Action	VARCHAR(1)		1	For valid values, reference Sex in the Guide to Data Standards.

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18	556	Race or National Origin Code	An employee's race or national origin.	Personnel Action	VARCHAR(1)		1	For valid values, reference Race or National Origin Code in the Guide to Data Standards. This data element is only populated for employees whose accession occurred prior to July 1, 2006. For employees whose accession occurs on or after January 1, 2006, ethnicity and race identification code should be populated.
19	110	Disability	The physical or mental impairment which substantially limits one or more major life activities, the record of such impairment; or the perception of such impairment by others.	Personnel Action	NUMBER(2)		1	For valid values, reference Disability in the Guide to Data Standards. Note that Disability Codes are applicable to and required for accessions occurring on or after September 26, 2010. Beginning September 26, 2010, new hires will complete the new SF 256. Agencies may, but are not required to, resurvey their current employees with the new SF 256. For accessions occurring prior to September 26, 2010, the Handicap data code may continue to be used.
20	1015	Social Security Number Being Corrected	The Social Security Number , previously submitted to the Enterprise Human Resources Integration (EHRI), that is being corrected.	Personnel Action	NUMBER(9)		1	See Social Security Number Being Corrected in the Guide to Data Standards.
21	759	Veterans Preference	An employee's category of entitlement to preference at time of appointment in the Federal service based on active military service that terminated honorably.	Personnel Action	NUMBER(1)		1	For valid values, reference Veterans Preference in the Guide to Data Standards.
22	682	Tenure	For purposes of reduction in force, the retention group in which an employee is placed based on the employee's type of appointment.	Personnel Action	NUMBER(1)		1	For valid values, reference Tenure in the Guide to Data Standards.

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23	1022	Agency Use Code Field	Agency specific code data.	Personnel Action	VARCHAR(10)		2	
24	1023	Agency Use Text Field	Agency specific text description related to Agency Used Code Field.	Personnel Action	VARCHAR(35)		2	
25	1024	Veterans Preference for RIF Indicator	Indicates whether employee has preference for reduction in force purposes.	Personnel Action	VARCHAR(2)		1	For valid values, reference Veterans Preference for RIF Indicator in the Guide to Data Standards.
26	184	Federal Employees' Group Life Insurance	An employee's coverage or noncoverage under the Federal Employees' Group Life Insurance (FEGLI) Program.	Personnel Action	VARCHAR(2)		1	For valid values, reference Federal Employees' Group Life Insurance in The Guide to Data Standards.
27	29	Annuitant Indicator	The status of an annuitant appointed to a position in the Federal civilian service.	Personnel Action	VARCHAR(1)		1	For valid values, reference Annuitant Indicator in the Guide to Personnel Data Standards.
28	592	Retirement Plan	The civilian retirement system(s) to which deductions from an employee's pay are credited.	Personnel Action	VARCHAR(1)		1	For valid values, reference Retirement Plan in The Guide to Data Standards.
29	604	Service Computation Date (Leave)	An employee's service computation date for leave accrual purposes.	Personnel Action	DATE		1	
30	604	Service Computation Date (Retirement)	An employee's service computation date for retirement purposes.	Personnel Action	DATE		1	
31	604	Service Computation Date (RIF)	An employee's service computation date for reduction-in-force purposes.	Personnel Action	DATE		1	
32	604	SES Service Computation Date	Senior Executive Service (SES) Service computation date (SCD) of an employee.	Personnel Action	DATE		3	
33	604	Special Retirement Service Computation Date	Special Retirement Service computation date (SCD) of an employee.	Personnel Action	DATE		3	
34	604	Thrift Savings Plan Service Computation Date	Thrift Savings Plan (TSP) Service computation date (SCD) of an employee.	Personnel Action	DATE		2	
35	521	Position Occupied	An employee's position in the Competitive Service, Excepted Service, or the Senior Executive Service.	Personnel Action	NUMBER(1)		1	For valid values, reference Position Occupied in the Guide to Data Standards.

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36	286	FLSA Category	The status of a Federal civilian employee under the authority of Section 13 of the Fair Labor Standards Act (29 U.S.C. 213), as amended.	Personnel Action	VARCHAR(1)		1	For valid values, reference FLSA Category in the Guide to Data Standards.
37	38	Appropriation Code	Appropriation code associated with a position.	Personnel Action	VARCHAR(35)		2	Valid values are agency specific.
38	50	Bargaining Unit	An employee's bargaining unit status.	Personnel Action	VARCHAR(4)		1	For valid values, reference Bargaining Unit in the Guide to Data Standards.
39	676	Supervisory Status	The nature of managerial, supervisory, or non-supervisory responsibility assigned to an employee's position.	Personnel Action	NUMBER(1)		1	For valid values, reference Supervisory Status in the Guide to Data Standards.
40	1017	Creditable Military Service Years	The number of year(s) of military service that are creditable for Annual Leave (AL) accrual purposes.	Personnel Action	NUMBER(4)		1	
41	95	Creditable Military Service Months	The number of month(s) of military service that are creditable for Annual Leave (AL) accrual purposes.	Personnel Action	NUMBER(4)		1	Valid values include 00 through 11; increment Creditable Military Service Years field as needed.
42	1018	Creditable Military Service Days	The number of days of military service in addition to the Creditable Military Service Years and Months that are creditable for Annual Leave (AL) accrual purposes.	Personnel Action	NUMBER(4)		3	Valid values include 00 through 30; increment Creditable Military Service Months field as needed.
43	1019	Frozen Service Years	The total years of civilian and military service that is creditable in a Civil Service Retirement System (CSRS) component of a FERS employee (Retirement Plan codes K, L, M, and N), or, in the case of a CSRS Offset employee (Retirement Plan codes C and E), the service that would be included in a CSRS component if the employee ever becomes covered by FERS.	Personnel Action	NUMBER(4)		1	

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44	293	Frozen Service Months	The total months of civilian and military service that is creditable in a Civil Service Retirement System (CSRS) component of a FERS employee (Retirement Plan codes K, L, M, and N), or, in the case of a CSRS Offset employee (Retirement Plan codes C and E), the service that would be included in a CSRS component if the employee ever becomes covered by FERS.	Personnel Action	NUMBER(4)		1	Valid values include 00 through 11; increment Frozen Service Years field as needed.
45	1020	Frozen Service Days	The total days of civilian and military service that is creditable in a Civil Service Retirement System (CSRS) component of a FERS employee (Retirement Plan codes K, L, M, and N), or, in the case of a CSRS Offset employee (Retirement Plan codes C and E), the service that would be included in a CSRS component if the employee ever becomes covered by FERS.	Personnel Action	NUMBER(4)		3	Valid values include 00 through 30; increment Frozen Service Years field as needed.
46	591	Retirement Previous Coverage Indicator	Indicates if an employee has, at the time of most recent appointment to the Federal service, previously been covered by the Civil Service Retirement System or the Federal Employees' Retirement System.	Personnel Action	VARCHAR(1)		1	For valid values, reference RETIREMENT PREVIOUS COVERAGE INDICATOR in the Guide to Data Standards.
47	765	Veterans Status	The indicator of whether an employee is a veteran as defined by 38 U.S.C. 101 (i.e., a person who served in the active uniformed military service of the United States and who was discharged or released from service under conditions other than dishonorable).	Personnel Action	VARCHAR(1)		1	For valid values, reference Veterans Status in the Guide to Data Standards.

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48	117	Education Level	The extent of an employee's educational attainment from an accredited institution.	Personnel Action	NUMBER(2)		1	For valid values, reference Education Level in the Guide to Data Standards. Education Level must be reported for all permanent employees (tenure groups 1 and 2) and for all Senior Executive Service employees. It may be reported or left blank for temporary employees.
49	311	Instructional Program	An employee's major field of study.	Personnel Action	NUMBER(6)		1	For valid values, reference Instructional Program in the Guide to Data Standards.
50	101	Year Degree or Certificate Attained	The calendar year during which the employee received the degree or certificate shown for Education Level .	Personnel Action	NUMBER(4)		1	Instructional Program and Year Degree or Certificate Attained must be reported for all employees whose reported education level is: Bachelor's degree or higher; OR Associate's degree if the employee was hired on or after October 1,1993; OR Completed terminal occupational program if the employee was hired on or after October 1, 1993.

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51	559	Rating of Record (Level)	The summary level assigned to a rating of record. Rating of record is the performance rating prepared at the end of an appraisal period for performance over the entire period. Refer to 5 CFR 430.203 for the definition of rating of record and 5 CFR 430.303 for the definition of annual summary rating and to 5 CFR 430.208 and 5 CFR 430.304 for definitions of summary levels.	Personnel Action Performance Appraisal	VARCHAR(1)		1	For valid values, reference Rating of Record (Level) in the Guide to Data Standards. Report the summary level for the employee's last rating of record unless the employee: (1) Moved into the Senior Executive Service since his or her last rating. For Senior Executive Service employees, report only the ratings received under the Senior Executive Service appraisal system. If the employee has not yet received a rating under the Senior Executive Service appraisal system, report code "X." (2) Moved to a position excluded from the performance appraisal system since his or her last rating. In this case, Rating of Record (Level) must be blank (but see Rating of Record (Pattern) below).
52	561	Rating of Record (Pattern)	The specific summary levels which can be assigned to a rating of record under an appraisal program. The patterns of summary levels which shall be used are those defined in 5 CFR 430.208(d) and Z for employees not covered by an appraisal program.	Personnel Action Performance Appraisal	VARCHAR(1)		1	For valid values, reference Rating of Record (Pattern) in the Guide to Data Standards. Rating of Record (Pattern). Report the code for the pattern associated with the Rating of Record (Level). If the employee has not yet received a rating, report a blank or the appropriate code for the pattern under which the employee will be rated. If the employee is in a position excluded from the performance appraisal system, report code "Z".

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53	565	Rating of Record Period Start Date	Start date of the appraisal period for which the performance appraisal rating of record (level) was issued. Refer to 5 CFR 430.203 and 5 CFR 430.303.	Personnel Action Performance Appraisal	DATE		2	Rating of Record (Period). Report the period associated with the Rating of Record (Level). If the employee has not yet received a rating, Rating of Record (Period) may be blank. If the employee is in a position excluded from the performance appraisal system, report a blank.
54	563	Rating of Record Period End Date	Ending date of the appraisal period for which the performance appraisal rating of record (level) was issued. Refer to 5 CFR 430.203 and 5 CFR 430.303.	Personnel Action Performance Appraisal	DATE		1	Rating of Record (Period). Report the period associated with the Rating of Record (Level). If the employee has not yet received a rating, Rating of Record (Period) may be blank. If the employee is in a position excluded from the performance appraisal system, report a blank.
55	1011	Prior Family Name	Employee's Prior Family Name value.	Personnel Action Modification Action	VARCHAR(35)		1	
56	1012	Prior Given Name	Employee's Prior Given Name value.	Personnel Action Modification Action	VARCHAR(35)		1	
57	1013	Prior Middle Name	Employee's Prior Middle Name value.	Personnel Action Modification Action	VARCHAR(35)		1	
58	1014	Prior Name Suffix	Employee's Prior Name Suffix value.	Personnel Action Modification Action	VARCHAR(4)		1	

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59	1027	Prior Position Title	Title of the employee's prior position as it is reflected on his/her position description. When action grants or continues entitlement to grade retention under 5 U.S.C. 5362, enter the title of position employee actually occupies, not of the position whose grade the employee is retaining for pay and benefit purposes.	Personnel Action Modification Action	VARCHAR(60)		1	
60	1029	Prior Position Number	Alpha-numeric code associated with the employee's prior position title as shown on the employee's prior position description. When action grants or continues entitlement to grade retention under 5 U.S.C. 5362, enter the position number of position employee actually occupies, not of the position whose grade the employee is retaining for pay and benefit purposes.	Personnel Action Modification Action	VARCHAR(35)		1	
61	1026	Prior Position Organization	The lowest subdivision of an organization to which an employee is assigned as indicated on his/her prior position description.	Personnel Action Modification Action	VARCHAR(500)		1	See Prior Position Organization in the Guide to Data Standards.
62	971	Prior Pay Plan	An employee's prior Pay Plan .	Personnel Action Modification Action	VARCHAR(2)		1	For valid values, reference Prior Pay Plan in the Guide to Data Standards.
63	969	Prior Occupation	An employee's prior Occupation .	Personnel Action Modification Action	VARCHAR(4)		1	For valid values, reference Prior Occupation in the Guide to Data Standards.
64	965	Prior Grade, Level, Class, Rank, or Pay Band Code	An employee's prior Grade, Level, Class, Rank, or Pay Band .	Personnel Action Modification Action	VARCHAR(2)		1	For valid values, reference Prior Grade, Level, Class, Rank, or Pay Band Code in the Guide to Data Standards.

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65	973	Prior Step or Rate	An employee's prior Step or Rate .	Personnel Action Modification Action	VARCHAR(2)		1	For valid values, reference Prior Step or Rate in the Guide to Data Standards.
66	970	Prior Pay Basis	An employee's prior Pay Basis .	Personnel Action Modification Action	VARCHAR(2)		1	For valid values, reference Prior Pay Basis in the Guide to Data Standards.
67	1010	Prior Total Salary Rate	Sum of all prior fixed pay amounts paid on a regular and recurring basis (i.e., each pay period), subject to applicable pay caps. This includes prior adjusted basic pay (sum of prior basic pay + any applicable prior basic pay supplement) and any prior fixed-amount allowances and differentials that are paid on a regular and recurring basis (e.g., post differentials and cost-of-living allowances). Also includes prior standby duty premium pay, prior administratively uncontrollable overtime pay, prior law enforcement availability pay, and prior regular overtime pay for firefighters paid under 5 U.S.C. 5545b. Express amount using same prior pay basis as used for prior basic pay rate. Prior Total Salary Rate is not limited to retirement-creditable basic pay.	Personnel Action Modification Action	DECIMAL(9,2)		1	
68	963	Prior Basic Pay	An employee's prior Basic Pay .	Personnel Action Modification Action	DECIMAL(9,2)		1	
69	962	Prior Adjusted Basic Pay Rate	An employee's prior Adjusted Basic Pay .	Personnel Action Modification Action	DECIMAL(9,2)		1	

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70	967	Prior Standard Basic Pay Supplement	Amount of prior standard basic pay supplement that is designed to be the sole or primary prior basic pay supplement for employees within a pay system or subsystem. The supplement is a regular, fixed payment for nonovertime hours that is creditable as prior basic pay for retirement purposes, excluding any type of premium payment or differential that is triggered for working certain hours of the day or week or for performing certain types of work. Includes GS prior locality pay, prior title 38 market pay, or similar prior supplements. Excludes prior GS special rate supplement and similar prior secondary supplements. Express amount using same prior pay basis as used for prior basic pay rate.	Personnel Action Modification Action	DECIMAL(9,2)		1	
71	974	Prior Work Schedule	An employee's prior Work Schedule .	Personnel Action Modification Action	VARCHAR(1)		1	For valid values, reference Prior Work Schedule in the Guide to Data Standards.
72	972	Prior Pay Rate Determinant	An employee's prior Pay Rate Determinant .	Personnel Action Modification Action	VARCHAR(1)		1	For valid values, reference Prior Pay Rate Determinant in the Guide to Data Standards.
73	964	Prior Duty Station	An employee's prior Duty Station .	Personnel Action Modification Action	VARCHAR(9)		1	For valid values, reference Prior Duty Station in the Guide to Data Standards.
74	430	Name Family	Non-chosen/inherited/married name by which a person is known or designated on all official transactions.	Personnel Action Modification Action	VARCHAR(35)		1	

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75	431	Name Given	Given/chosen/often first name by which a person is known or designated on all official transactions.	Personnel Action Modification Action	VARCHAR(35)		1	
76	432	Name Middle	Middle name, or initial, by which a person is known or designated on all official transactions.	Personnel Action Modification Action	VARCHAR(35)		1	
77	433	Name Suffix	Suffix to a full name on all official transactions.	Personnel Action Modification Action	VARCHAR(4)		1	
78	526	Position Title Description	Official classification title description of the position of the employee.	Personnel Action Modification Action	VARCHAR(60)		1	When action grants or continues entitlement to grade retention under 5 U.S.C. 5362, enter the title of position employee actually occupies, not of the position whose grade the employee is retaining for pay and benefit purposes.
79	1028	Position Number	Alpha-numeric code associated with the employee's new position title as shown on the employee's position description. When action grants or continues entitlement to grade retention under 5 U.S.C. 5362, enter the position number of position employee actually occupies, not of the position whose grade the employee is retaining for pay and benefit purposes.	Personnel Action Modification Action	VARCHAR(35)		1	
80	1025	Position Organization	The lowest subdivision of an organization to which an employee is assigned as indicated on his/her position description.	Personnel Action Modification Action	VARCHAR(500)		1	

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81	502	Pay Plan	A particular table or array of pay rates prescribed by law or other authoritative source that establishes the basic pay rates for certain employees.	Personnel Action Modification Action	VARCHAR(2)		1	For valid values, reference Pay Plan in the Guide to Data Standards.
82	465	Occupation	An employee's occupational series.	Personnel Action Modification Action	VARCHAR(4)		1	For valid values, reference Occupation in The Guide to Data Standards.
83	298	Grade, Level, Class, Rank, or Pay Band Code	An indicator of hierarchical relationships among positions covered by the same pay plan or system.	Personnel Action Modification Action	VARCHAR(2)		1	For valid values, reference Grade, Level, Class, Rank, or Pay Band Code in the GDS.
84	670	Step or Rate	An indicator of a specific salary within a grade, level, class, rate, or pay band.	Personnel Action Modification Action	VARCHAR(2)		1	For valid values, reference Step or Rate in the Guide to Data Standards.
85	497	Pay Basis	The principal condition in terms of time, production, or other criteria that, along with salary rate, determines the compensation paid to an employee.	Personnel Action Modification Action	VARCHAR(2)		1	For valid values, reference Pay Basis in the Guide to Data Standards.

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86	961	Total Salary Rate	Sum of all fixed pay amounts paid on a regular and recurring basis (i.e., each pay period), subject to applicable pay caps. This includes adjusted basic pay (sum of basic pay + any applicable basic pay supplement) and any fixed-amount allowances and differentials that are paid on a regular and recurring basis (e.g., post differentials and cost-of-living allowances). Also includes standby duty premium pay, administratively uncontrollable overtime pay, law enforcement availability pay, and regular overtime pay for firefighters paid under 5 U.S.C. 5545b. Express amount using same pay basis as used for basic pay rate. Total Salary Rate is not limited to retirement-creditable basic pay.	Personnel Action Modification Action	DECIMAL(9,2)		1	
87	52	Basic Pay	The employee's rate of basic pay. Exclude supplements, adjustments, allowances, differentials, incentives, or other similar additional payments.	Personnel Action Modification Action	DECIMAL(9,2)		1	Basic pay must be reported at a rate consistent with pay basis. Amounts should be right justified with leading zeros. Report the nearest whole dollar amount when the pay basis is annual, school year, monthly, or biweekly. Report all zeros when the pay basis is without compensation. For all other pay bases, report the amount in dollars and cents with no decimal. For employees on grade retention, show the basic pay and pay basis in terms of the system under which the employee is being paid, i.e., the retained pay plan.

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88	6	Adjusted Basic Pay	The sum of an employee's rate of basic pay and any basic pay supplement (standard OR special), after applying any applicable pay cap. A basic pay supplement is defined as a regular, fixed supplemental payment (paid in conjunction with base pay) for nonovertime hours of work that is creditable as basic pay for retirement purposes, excluding any type of premium payment or differential that is triggered for working certain hours of the day or week or for being subjected to certain working conditions.	Personnel Action Modification Action	DECIMAL(9,2)		1	
89	392	Standard Basic Pay Supplement	Amount of standard basic pay supplement that is designed to be the sole or primary basic pay supplement for employees within a pay system or subsystem. The supplement is a regular, fixed payment for nonovertime hours that is creditable as basic pay for retirement purposes, excluding any type of premium payment or differential that is triggered for working certain hours of the day or week or for performing certain types of work. Includes GS locality pay, title 38 market pay, or similar supplements. Excludes GS special rate supplement and similar secondary supplements. Express amount using same pay basis as used for basic pay rate.	Personnel Action Modification Action	DECIMAL(9,2)		1	
90	678	Supervisor Differential	The annual total dollar amount paid, over and above Basic Pay , to a General Schedule supervisor who otherwise would be paid less than one or more of the civilian employees supervised.	Personnel Action Modification Action	DECIMAL(9,2)		1	

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91	1007	Retention Allowance	The annual total dollar amount (up to 25 percent of basic pay) paid to an essential employee with unusually high qualifications or special skills in those cases where the agency determines that the employee would be likely to leave Federal employment if no allowance were paid. Note that, under Section 301 (effective May 1, 2005) of the Federal Workforce Flexibility Act of 2004 (Public Law 108-411, dated October 30, 2004), retention allowance (used with nature of action code 810) has been replaced by retention incentive (used with nature of action code 827). An employee receiving an allowance under the former retention payment program is entitled to continue receiving the allowance until the allowance is terminated, but not later than April 30, 2006. Retention allowance should only be used for such an employee.	Personnel Action Modification Action	DECIMAL(9,2)		4	Effective May 1, 2006 this element is no longer in effect. Analysis of this data will take place against the payroll data.
92	40	Award Dollars	The gross dollar amount of an award.	Personnel Action Award	DECIMAL(9,2)		1	Award Dollars must be reported in whole dollars. If an award is under-reported, do not submit a second action with the increment. Submit a correction with the total corrected award amount.
93	691	Award Hours	The number of hours given as a time-off award. Only include if the personnel action is an award action for time off.	Personnel Action Award	DECIMAL(9,2)		1	
94	976	Award Percent	Percent of salary received as an award. Only include if the personnel action is an award action based on a percentage of the employee's salary.	Personnel Action Award	DECIMAL(6,2)		1	

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95	767	Work Schedule	The time basis on which an employee is scheduled to work.	Personnel Action Modification Action	VARCHAR(1)		1	For valid values, reference Work Schedule in the Guide to Data Standards.
96		Regular and Recurring Tour of Duty	Total hours the employee is scheduled to work during the bi-weekly pay period as part of the regular and recurring tour of duty. Should be populated for all non-intermittent employees. Part time employees will have less than 80 hours, most full time employees will have 80 hours, and some employees may have over 80 hours in this field.	Personnel Action Modification Action	DECIMAL(9,2)		1	
97	504	Pay Rate Determinant	A designation of any special factors that help determine an employee's rate of basic pay or adjusted basic pay.	Personnel Action Modification Action	VARCHAR(1)		1	For valid values, reference Pay Rate Determinant in the Guide to Data Standards.
98	114	Duty Station	The location of an employee's official worksite.	Personnel Action Modification Action	VARCHAR(9)		1	For valid values, reference Duty Station in the Guide to Data Standards. Duty Station is reported for all employees. In processing, we replace the last three positions of the duty station code with zeros for all foreign countries, U.S. possessions, and U.S. administered areas.
99	1031	Agency Data 1	Agency specific data field 1.	Personnel Action Agency Data	VARCHAR(60)		2	
100	1032	Agency Data 2	Agency specific data field 2.	Personnel Action Agency Data	VARCHAR(60)		2	
101	1033	Agency Data 3	Agency specific data field 3.	Personnel Action Agency Data	VARCHAR(60)		2	

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ICD Seq #	EHRI Ref #	Name	Definition	Data Concept	Data Type	Record Identifier	Priority	Notes
102	1034	Agency Data 4	Agency specific data field 4.	Personnel Action Agency Data	VARCHAR(60)		2	
103	1035	Agency Data 5	Agency specific data field 5.	Personnel Action Agency Data	VARCHAR(60)		2	
104	510	Personnel Action Approval Date	Date on which the action documented was approved.	Personnel Action Authorizer	DATE		1	
105	430	Personnel Action Authorizer Family Name	The family name of the authorized official approving the personnel action.	Personnel Action Authorizer	VARCHAR(35)		2	
106	431	Personnel Action Authorizer Given Name	The given name of the authorized official approving the personnel action.	Personnel Action Authorizer	VARCHAR(35)		2	
107	432	Personnel Action Authorizer Middle Name	The middle name of the authorized official approving the personnel action.	Personnel Action Authorizer	VARCHAR(35)		2	
108	433	Personnel Action Authorizer Name Suffix	The name of the authorized official approving the personnel action.	Personnel Action Authorizer	VARCHAR(4)		2	
109	512	Personnel Action Authorizer Title	Title of the individual authorizing the personnel action.	Personnel Action Authorizer	VARCHAR(60)		1	
110	1008	Remarks Text	The remarks that explain the personnel action recorded on the Standard Form 50.	Personnel Action Remark	VARCHAR(2000)		1	

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ICD Seq #	EHRI Ref #	Name	Definition	Data Concept	Data Type	Record Identifier	Priority	Notes
111	1070	Prior Special Basic Pay Supplement	Amount of prior special basic pay supplement established for a defined subcategory of employees in a pay system or subsystem as a prior secondary supplement. The prior special basic pay supplement applies in lieu of any applicable prior standard basic pay supplement that is a lower amount. The supplement is a regular, fixed payment for nonovertime hours of work that is creditable as prior basic pay for retirement purposes, excluding any type of prior premium payment or differential that is triggered for working certain hours of the day or week or for performing certain types of work. Includes prior GS special rate supplement or equivalent prior supplement. Express amount using same prior pay basis as used for prior basic pay rate.	Personnel Action Modification Action	DECIMAL(9,2)		1	

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ICD Seq #	EHRI Ref #	Name	Definition	Data Concept	Data Type	Record Identifier	Priority	Notes
112	663	Special Basic Pay Supplement	Amount of special basic pay supplement established for a defined subcategory of employees in a pay system or subsystem as a secondary supplement. The special basic pay supplement applies in lieu of any applicable standard basic pay supplement that is a lower amount. The supplement is a regular, fixed payment for nonovertime hours of work that is creditable as basic pay for retirement purposes, excluding any type of premium payment or differential that is triggered for working certain hours of the day or week or for performing certain types of work. Includes GS special rate supplement or equivalent supplement. Express amount using same pay basis as used for basic pay rate.	Personnel Action Modification Action	DECIMAL(9,2)		1	
113	1071	Ethnicity and Race Identification	An employee's ethnicity and race identification.	Employee	NUMBER(6)		1	For valid values, reference Ethnicity and Race Identification in the Guide to Data Standards. Only populated for employees starting on or after January 1, 2006 or existing employees who have been resurveyed.
114	82	Citizenship Country Code	Employee's country of citizenship.	Employee	VARCHAR(2)		1	For valid values, reference Citizenship Country Code in the Guide to Data Standards.
115		Special Population Code	Code that describes a position an employee holds which has special retirement calculation rules.	Personnel Action	VARCHAR(3)		1	For valid values, reference Special Population Code in the Guide to Data Standards.
116		Appointment Excluded from CSRS indicator	Indicates if an employee's appointment is not covered under the CSRS plan as described by law, executive order, or regulation. This field will be used in retirement coverage determination.	Personnel Action	VARCHAR(2)		1	Y=Yes, N=No

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ICD Seq #	EHRI Ref #	Name	Definition	Data Concept	Data Type	Record Identifier	Priority	Notes
117		Appointment Excluded from FERS indicator	Indicates if an employee's appointment is not covered under the FERS plan as described by law, executive order, or regulation. This field will be used in retirement coverage determination.	Personnel Action	VARCHAR(2)		1	Y=Yes, N=No
118		FICA Coverage Indicator 1	Indicates if an employee is (1) an inmate working in a US penal institution, (2) a student employee as defined in 5 USC 5351(2), or (3) an individual serving on a temporary basis in case of fire, storm, earthquake, flood, or other similar emergency. This field will be used in retirement coverage determination.	Personnel Action	VARCHAR(2)		1	Y=Yes, N=No
119		FICA Coverage Indicator 2	Indicates if the employee is returning to duty after a detail to an international organization under 5 USC 3343 or being reemployed after transfer to an international organization under 5 USC 3581 is being restored to duty under the provisions of chapter 43 of title 38, US code, after performing service as a member of a uniformed service is being reemployed after employment by a tribal organization to which section 105(e)(2) of the Indian Self Determination Act applies. This field will be used in retirement coverage determination.	Personnel Action	VARCHAR(2)		1	Y=Yes, N=No

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ICD Seq #	EHRI Ref #	Name	Definition	Data Concept	Data Type	Record Identifier	Priority	Notes
120		Personnel Action Effective Sequence	A number indicating the order in which a personnel action was processed on a given date.	Personnel Action	NUMBER(4)		1	The first action of the day should be coded as "1", the second action as "2", and so on. Every record should have a value in this field; if there is only one action per day for an employee, this field should have a "1". Systems with a timestamp to represent the processing sequence must translate this to a sequence number for EHRI.
121		Hypothetical Full-time Regular Tour of Duty for Part-time Employees	This is used to compute retirement benefit for part-time employees. This represents the number of hours generally considered to comprise a full-time schedule for the employees particular employment group or class. This will usually be 80 hours for a bi-weekly pay period. There are, however, a few exceptions where the number of hours that comprise a full-time schedule may be higher or lower than 80 hours. See CSRS and FERS Handbook, section 81A2.2-1-C.1.	Personnel Action Modification Action	DECIMAL(9,2)		1	
122		FEGLI Assignment Indicator	5 CFR 870.101: Assign and assignment refer to an individual's irrevocable transfer to another individual, corporation, or trustee all ownership of FEGLI coverage (except Option C). Option C may not be assigned.	Personnel Action Modification Action	VARCHAR(1)		1	For valid values, reference FEGLI Assignment Indicator in the Guide to Data Standards.

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ICD Seq #	EHRI Ref #	Name	Definition	Data Concept	Data Type	Record Identifier	Priority	Notes
123		FEGLI Post-Election Basic Insurance Amount	<p>5 CFR 870.203: The post-election basic insurance amount of an individual who elects a Living Benefit is the amount of insurance left after the full or partial election. This amount is the individual's post-election BIA. This is not the amount of the living benefit (See below). The post-election BIA cannot change after the effective date of a Living Benefit election.</p> <p>Living Benefit – 5 CFR 870.1102: An employee may elect to receive either: (i) A full Living Benefit, which is all of his/her Basic insurance, or (ii) A partial Living Benefit, which is a portion of his/her Basic insurance, in a multiple of \$1,000. (2) An annuitant or compensationner may only elect to receive a full Living Benefit.</p>	Personnel Action Modification Action	DECIMAL(9,2)		1	
124		Court Orders for FEGLI Purposes Indicator	Indicates whether an employee has a court order for FEGLI purposes per 5 CFR 870.801 on file. Court order means any court decree of divorce, annulment, or legal separation, or the terms of any court order or court-approved property settlement agreement relating to any court decree of divorce, annulment, or legal separation, the terms of which require FEGLI benefits to be paid to a specific person or persons.	Personnel Action Modification Action	VARCHAR(1)		1	For valid values, reference Court Orders for FEGLI Purposes Indicator in the Guide to Data Standards.
125		Designation of FEGLI Beneficiaries Indicator	FEGLI Handbook: Notice, signed by insured and witnessed by two persons, indicating the person(s) to receive life insurance benefits. The form used for life insurance designations is the Designation of Beneficiary form (SF 2823).	Personnel Action Modification Action	VARCHAR(1)		1	For valid values, reference Designation of FEGLI Beneficiaries Indicator in the Guide to Data Standards.

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ICD Seq #	EHRI Ref #	Name	Definition	Data Concept	Data Type	Record Identifier	Priority	Notes
126	257	Health Plan	The health benefits plan (carrier and enrollment category) in which an employee is currently enrolled.	Personnel Action	VARCHAR(3)		1	For valid values, reference Health Plan in The Guide to Personnel Data Standards.
127	252	Federal Employees Health Benefits (FEHB) Event Code	Code for the event permitting the Federal Employees Health Benefits (FEHB) change for the employee	Personnel Action	VARCHAR(4)		1	For valid values, reference Federal Employees Health Benefits (FEHB) Event Code
128		Federal Employees Health Benefits (FEHB) Effective Date	Date on which the employee's current Federal Employees Health Benefits (FEHB) coverage is effective	Personnel Action	DATE		1	
129		Cybersecurity Category/Speciality Area	A position's or incumbent's substantial work role involving information technology, cybersecurity, or cyber-related work.	Employee Occupation	NUMBER(9)		1	For valid values reference Cybersecurity Category/Speciality Area in the Guide to Data Standards
130		Position Sensitivity and Risk	The designation of the risk and sensitivity associated with a position.	Employee Suitability	NUMBER_F		1	For valid values reference Position Sensitivity and Risk in the Guide to Data Standards.
131		Security Clearance Level	The degree of potential access to information and materials.	Employee Suitability	NUMBER_F		1	For valid values reference Security Clearance Level in the Guide to Data Standards.