

Human Capital Information Model (HCIM) Release Notes for Version 5.5

February 18, 2025

HCIM v5.5 Community Review (CR)

Note: The HRLOB reviewed recent Executive Orders and additional updates are captured below the header “Updates Related to Recent Executive Orders” within each product section.

Registry

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

Domain Values (DVs)

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

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

Systems and Forms Mapping

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

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

Appendix

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

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

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

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