

DATABASE: HISTORICAL EMPLOYEE DATABASE

MFD: FOCHDB

DATASET NAME: MSO.U772400.P02.FOCHDB

Comments: This database contains the historical job records of employees. This is a native Focus database with an index on ID. HDBALLOC is a Focexec that will allocate the main file and the cross referenced system tables (Job, Dept,BU). Fields in these system tables may not appear in the dictionary but are available nevertheless.

<u>Field Title</u>	<u>Focus Field Name</u>	<u>Alias</u>	<u>Occurs</u>	<u>Format</u>	<u>Definition</u>
TODAY'S DATE IN YYYYMMDD FORMAT	NOWDATE			A8	
* TODAY'S DATE (SMART DATE FORMAT)	NOWDATE_SD			YYMD	
ROOT					
EMPLOYEE IDENTIFICATION NUMBER	EMPLID			A9	Employee's main identification number. All records are associated with this number.
NAME	NAME			A30	The legal combination of words by which the employee is known.
FIRST NAME	F_FIRST_NAME			A30	First 30 characters of the first name.
LAST NAME	F_LAST_NAME			A30	First 30 characters of the last name.
FULL NAME - FIRST NAME FIRST	F_FULL_NAME			A30	Full name - first name first with a space and then last name.
* FIRST NAME (LOWER CASE)	LC_FIRST_NAME			A30	The name is converted to lower case except for the first character.
* LAST NAME (LOWER CASE)	LC_LAST_NAME			A30	The name is converted to lower case except for the first character. Note that names like McNally will not be converted correctly since only the first character is kept in upper case.
* FULL NAME (LOWER CASE)	LC_NAME			A30	The name is converted to lower case except for the first character of the first and last name. Note that names like McNally will not be converted correctly since only the first character is kept in upper case.
NAME SUFFIX	NAME_SUFFIX			A4	Four-character surname suffix (JR, PHD, ESQ).
NAME PREFIX	NAME_PREFIX			A4	A title preceding an employee's name (MR, MS, REV).
EFFECTIVE DATE	EFFECTIVE_DATE			A8YYMD	
ORGANIZATION ID NUMBER	ORGID			A13	Employee's home organization. 200=Woodhaven, 605=TU Childrens, 610=Hospital, 625=TPI, 630=Northeast, 650=Jeanes, 660=Buxmont, 661=Northeastern, 662=Northwestern, 663=Eastern, 664=North Phila, 800=University, 801=Retirement, 900=Volunteers

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Alias</i>	<i>Occurs</i>	<i>Format</i>	<i>Definition</i>
ORGANIZATION (ENGLISH)	D_ORGID		A20		English translation of Org ID
STATUS BYTE	STATUS_BYTE		A1		
RECORD TYPE	RECORD_TYPE		A1		Not Used.
ACTION DATE	ACTION_DATE		A8YYMD		
ACTION TIME	ACTION_TIME		A6		
ACTION OPERATOR ID	ACTION_OPER_ID		A11		
ACTION OPERATOR ORGANIZATION	ACTION_OPER_ORG		A13		
NUMBER OF JOBS	NUMBER_OF_JOBS		A1		
HDB COMMENT	HDB_COMMENT		A20		
AUDIT ACTION DATE 1	AUDIT_ACT_DATE1		A8YYMD		
AUDIT ACTION DATE 2	AUDIT_ACT_DATE2		A8YYMD		
AUDIT ACTION DATE 3	AUDIT_ACT_DATE3		A8YYMD		
AUDIT ACTION DATE 4	AUDIT_ACT_DATE4		A8YYMD		
AUDIT ACTION DATE 5	AUDIT_ACT_DATE5		A8YYMD		
TRANSFER FROM OPERATOR ID	XFER_FROM_OPER_ID		A11		
TRANSFER FROM OPERATOR ORGANIZATION	XFER_FROM_OPER_ORG		A13		
XREF TO ORGANIZATION	XREF_TO_ORG		A3		DISPLAY ONLY. IF THE EMPLOYEE WAS TRANSFERRED FROM ONE ORGANIZATION TO ANOTHER, INDICATES THE ORGANIZATION ID TO WHICH HE OR SHE TRANSFERRED.
XREF TO ID	XREF_TO_ID		A9		Display only. If the employee was transferred from one organization to another, indicates their employee ID in the organization to which they transferred.
TRANSFER TO OPERATOR ID	XFER_TO_OPER_ID		A11		
TRANSFER TO OPERATOR ORGANIZATION	XFER_TO_OPER_ORG		A3		
TRANSFER FROM ORGANIZATION	XFERFROMORG		A3		
BEFORE/AFTER	BEFORE_AFTER		A1		
ALTERNATE ID NUMBER	ALT_ID_NUMBER		A9		
REVERSE EFFECTIVE DATE	REV_EFF_DATE		A8YYMD		
ALTERNATE ORGANIZATION ID	ALT_ORGID		A13		

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Alias</i>	<i>Occurs</i>	<i>Format</i>	<i>Definition</i>
PERSONNEL ACTION #1	PERSNNLACTN1			A2	
PERSONNEL ACTION #2	PERSNNLACTN2			A2	
PERSONNEL ACTION #3	PERSNNLACTN3			A2	
PERSONNEL ACTION #4	PERSNNLACTN4			A2	
PERSONNEL ACTION #5	PERSNNLACTN5			A2	
PERSONNEL ACTION #6	PERSNNLACTN6			A2	
CROSS REFERENCE FROM ID - PREVIOUS ID	XREF_FROM_ID			A9	Employee ID identifying the employee prior to the current ID. The prior employee ID may have been temporarily assigned or entered in error at the time of hire.
EMPLOYMENT STATUS (PERSONAL DATA)	EMPLOYMTSTAT			A1	Code identifying the employee's current employment relationship. Blank=other, A=active, F=full paid leave, L=unpaid leave, P=partial paid leave, T=terminated, X=emp ID change, O=Org ID change,etc.
EMPLOYMENT STATUS DATE	STATUS_DATE			A8YYMD	The effective date of the employee's current employment status. The date is either a leave begin date, a separation date, or the date the individual last returned to active status.
EMPLOYMENT DATE	EMPLOYMENTDA			A8YYMD	The date the employee began continuous employment.
LEAVE OF ABSENCE RETURN DATE	LOARETURNDAT			A8YYMD	The date the employee expects to return to work from a leave of absence (LOA).
LEAVE OF ABSENCE REASON CODE	LOA_REASON			A2	The code identifying an employee's type of leave of absence. Blank=none, 02=Military/hold, 03=Ma/Paternity/hold, 04=Personal/hold, 05=Illness/hold, 06=Study/hold, etc.
SEPARATION REASON CODE	SEPARATNREAS			A2	The code identifying the employee's separation reason. Blank=none, 01=Involuntary or disciplinary, 02=Voluntary resignation, 03=Program terminated, 04=death, 05=Layoff, 06=Retired, etc.
SPECIAL STATUS INDICATOR	SPECIALSTATU			A1	Blank=no special status, E=Tenure eligible, T=tenured, Else=invalid code.
SPECIAL STATUS DATE	SPCLSTATUSDT			A8YYMD	The date (month, year) the employee received or expects to receive the special status indicated in SPECIALSTATU.
REGULAR/TEMPORARY EMPLOYEE INDICATOR	REG_TEMP			A1	
SENIORITY DATE	SENIORITYDAT			A8YYMD	The date that accrued time begins for the employee.
FULL-TIME/PART-TIME INDICATOR (PERSONAL DATA)	PARTFULLTIME			A1	The code defining the employee's status as full-time or part-time. - Blank=not indicated, F=full-time, P=part-time, Else=invalid code.
EMPLOYEE TYPE (EXEMPT/NON-EXEMPT)	EMPLOYEEETYPE			A1	The code identifying the employee's personnel classification as exempt or non-exempt. - Blank=not indicated, E=exempt, N=non-exempt, Else=invalid code.

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Alias</i>	<i>Occurs</i>	<i>Format</i>	<i>Definition</i>
TEMPLE BARGAINING UNIT CODE	TEMPLE_BU		A2		The code indicating the BARGAINING UNIT of the employee or the BARGAINING UNIT status for exempt employees.
RETIREMENT PLAN	RETIREMENTPL		A1		The code indicating that an employee is enrolled in a retirement (or pension) plan. The code is printed on the employee's W-2.
RETIREMENT PLAN EFFECTIVE DATE	RETRMTPLNDAT		A8YYMD		The beginning date for the employee's membership in a retirement plan.
BENEFITS BASE SALARY	BNFTSBASESLR		P9.2		The annualized pay rate developed from the employee's pay rate, percent of full-time, as well as other factors determined by the organization. Each change in salary causes this field to be recalculated.
ORIGINAL HIRE DATE	ORIGHIREDATE		A8YYMD		The beginning date of employment. (This field preserves the employee's original hire date in case of a break in service.)
CORPORATION CODE	CORPORATION		A2		Corporation code.
COMPANY	COMPANY		A3		
DIVISION	DIVISION		A4		
REGION	REGION		A4		
DEPARTMENT	DEPARTMENT		A8		The administrative unit generating the employee's Personnel Action Form. This is the Home Department. This is where the employee's paycheck will be sent for distribution to the employee.
DPT UNIT/DEPARTMENT NAME	DEPTNAME		A30		
ANNUALIZED SALARY	ANNUALIZEDSL		P12.2		System generated. Indicates the employee's annual base rate of pay based on currently active jobs. Displayed on the turnaround Personnel Action Form.
PENSION REDUCTION/DEDUCTION	PEN_RED_DED		A1		
I-9 STATUS	I_9_STATUS		A1		INDICATES WHETHER OR NOT I-9 FORMS HAVE BEEN RECEIVED BY THE EMPLOYER.
I-9 EXP DATE	I_9_EXP_DATE		A8YYMD		DATE OF EXPIRATION ON I-9 FORM.
MARITAL STATUS CODE	ACTUALMRTSTA		A1		
SOCIAL SECURITY NUMBER	SSN_SIN		A9		The number assigned to an individual by the social security administration.
SEX CODE	SEX		A1		The code identifying the employee as male or female - F=female, M=male, Else=invalid code.
DATE OF BIRTH	DATEOFBIRTH		A8YYMD		The calendar date of birth as recorded on the employee's legal birth registration or certificate.

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Alias</i>	<i>Occurs</i>	<i>Format</i>	<i>Definition</i>
ETHNICITY CODE	ETHNICITY		A1		The code identifying the employee's racial origin by broad ethnic group category. Blank=not indicated, 1=Native American, 2=Black, 3=Asian/Pacific Islander, 4=Hispanic, 5=White, Else=invalid code.
HANDICAP STATUS CODE	HANDICAP		A1		THE CODE IDENTIFYING THE EMPLOYEE'S DISABILITY OR IMPAIRMENT.
CITIZENSHIP - VISA TYPE	CITIZENSHPIV		A2		THE CODE SPECIFYING EMPLOYEE CITIZENSHIP (U.S.) OR TYPE OF VISA.
CITIZENSHIP - COUNTRY	CTZNSHPCOUNT		A3		THE CODE IDENTIFYING THE EMPLOYEE'S CURRENT COUNTRY OF CITIZENSHIP (OTHER THAN U.S.).
VISA EXPIRATION DATE	VISAEXPIRIND		A8YYMD		THE CODE GIVING THE EMPLOYEE'S VISA'S EXPIRATION DATE (MONTH AND YEAR).
EDUCATION LEVEL	EDUCATIONLEV		A2		THE CODE SPECIFYING THE HIGHEST LEVEL OF EDUCATION COMPLETED OR DEGREE, CERTIFICATE, OR DIPLOMA HELD BY THE EMPLOYEE.
EDUCATION LEVEL YEAR	EDUCLEVELYEA		A4		THE CODE INDICATING THE YEAR THE EMPLOYEE RECEIVED A DEGREE, CERTIFICATE, OR DIPLOMA.
MILITARY STATUS	MILITARYSTAT		A1		THE CODE INDICATING THE INDIVIDUAL'S CURRENT MILITARY STATUS.
STATE RESIDENCE	STATERESIDEN		A3		SPECIFIES THE TAX ENTITY ID OF THE EMPLOYEE'S STATE OF RESIDENCE FOR WITHHOLDING TAX PURPOSES.
NONRESIDENT CERTIFICATE INDICATOR	NONRESCERTIN		A1		INDICATES WHETHER A CERTIFICATE OF NON-RESIDENCE HAS BEEN FILED WITH THE EMPLOYER WHEN AN EMPLOYEE LIVES IN ONE STATE, WORKS IN ANOTHER STATE, A RECIPROCAL AGREEMENT EXISTS BETWEEN THE TWO STATES, ETC
FICA/PPP/QPP/EL	FICACPPQPPEL		A1		INDICATES WHETHER FICA/PPP/QPP DEDUCTIONS ARE TAKEN FROM THE EMPLOYEE'S GROSS PAY.
BARGAINING UNIT INDICATOR	BARGUNITIND		A1		NOT CURRENTLY USED. SEE TEMPLE_BU. INDICATES WHETHER THE EMPLOYEE IS CURRENTLY A UNION EMPLOYEE OR ELIGIBLE FOR UNION MEMBERSHIP.
UNION OFFICE	UNION_OFFICE		A8		INDICATES ANY UNION OFFICE POSITION HELD CURRENTLY BY THE EMPLOYEE, FOR EXAMPLE, BUSINESS AGENT, SHOP STEWARD, ETC.
INCREASE DATE	INCREASEDATE		A8YYMD		SPECIFIES THE EFFECTIVE DATE OF ADJUSTMENT TO THE EMPLOYEE'S PAY RATE.
INCREASE AMOUNT	INCREASEAMOU		P9.2		FOR HOURLY EMPLOYEES, INDICATES THE DOLLAR AMOUNT OF THE EMPLOYEES INCREASE IN PAY PER HOUR. FOR SALARIED EMPLOYEES, INDICATES THE DOLLAR AMOUNT OF THE EMPLOYEE'S INCREASE PER PAY PERIOD.

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Alias</i>	<i>Occurs</i>	<i>Format</i>	<i>Definition</i>
INCREASE PERCENT	INCREASEPERC			P5.2	INDICATES THE PERCENT OF CHANGE IN THE EMPLOYEE'S PAY.
INCREASE TYPE	INCREASETYPE			A1	INDICATES THE MOST RECENT TYPE OF ADJUSTMENT TO THE EMPLOYEE'S PAY RATE.
PERFORMANCE RATING	PERFORMRATIN			A1	INDICATES THE RATING FROM THE MOST RECENT PERFORMANCE EVALUATION.
PROBATION STATUS	PROBATIONSTA			A2	INDICATES THAT THE EMPLOYEE IS UNDER PROBATIONARY STATUS OR WAS PREVIOUSLY UNDER PROBATIONARY STATUS.
PROBATION BEGIN DATE	PROBBEGIN DAT			A8YYMD	IDENTIFIES THE DATE ON WHICH THE EMPLOYEE'S PROBATIONARY PERIOD BEGAN.
TEMPLE PERFORMANCE RATING 1	TEMPLEPERFRT			A1	
TEMPLE INCREASE TYPE 1	TEMPLEITYPE1			A1	
TEMPLE INCREASE DATE 1	TEMPLEINCDAT			A8YYMD	
TEMPLE INCREASE AMOUNT 1	TEMPLEINCAMT			P9.2	
TEMPLE INCREASE PERCENT 1	TEMPLEINCPCT			P5.2	
TEMPLE RATE 2	TEMPLERATE_2			A1	
TEMPLE INCREASE TYPE 2	TEMPLEITYPE2			A1	
TEMPLE INCREASE DATE 2	TEMPLEINCD_2			A8YYMD	
TEMPLE INCREASE AMOUNT 2	TEMPLEINCA_2			P9.2	
TEMPLE INCREASE PERCENT 2	TEMPLEINCP_2			P5.2	
ADJUSTED SERVICE VESTMENT DATE	ADJSERVESDT			A8YYMD	
REINSTATEMENT DATE	REINSTATEDAT			A8YYMD	
NORMAL RETIREMENT DATE	NRMLRETRDATE			A8YYMD	
EARLY RETIREMENT DATE	ERLYRETRDATE			A8YYMD	
EARLY RETIREMENT FACTOR	ERLYRETRFACT			P5.3	
RETIREMENT FACTOR HIGH	RETR_FACT_HI			P5.3	
RETIREMENT FACTOR LOW	RETRFACTLOW			P5.3	
TU PENSION RETIREMENT DATE	TUPENRETD			A8YYMD	
TU PENSION STOP DATE	TUPENSTOPDT			A8YYMD	
PRESIDENTIAL APPOINTMENT DATE	PRESAPPTDTE			A8YYMD	

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Alias</i>	<i>Occurs</i>	<i>Format</i>	<i>Definition</i>
DEAN APPOINTMENT DATE	DEANAPPTDTE			A8YYMD	
PRIMARY APPOINTMENT BASIS	AYFY_APPT			A1	
TENURE ELIGIBILITY FLAG	TENURE_ELIG			A1	
TENURE REVIEW DATE 1	TENURERVWDTE			A8YYMD	
PRIMARY RANK	PRIMARY_RANK			A3	
ACADEMIC DEPARTMENT 1	ACADEMICDEPT			A8	
APPOINTMENT DATE	APPT_DATE			A8YYMD	
SECONDARY RANK	SECONDARYRAN			A3	
ACADEMIC DEPARTMENT 2	ACADEMICDE_2			A8	
APPOINTMENT DATE 2	APPT_DATE2			A8YYMD	
TERTIARY RANK	TERTIARYRANK			A3	
ACADEMIC DEPARTMENT 3	ACADEMICDE_3			A8	
APPOINTMENT DATE 3	APPT_DATE3			A8YYMD	
PREVIOUS LEAVE OF ABSENCE RETURN DATE	PREV_LOA_RT			A8YYMD	
NEXT SABBATICAL BEGIN DATE	SAB_DATE			A8YYMD	
LEAVE OF ABSENCE BEGIN DATE	LOA_BEGIN_DT			A8YYMD	
PREVIOUS LEAVE OF ABSENCE BEGIN DATE	PRELOABEGIN			A8YYMD	
PREVIOUS LEAVE OF ABSENCE TYPE	PRE_LOA_TYPE			A2	
CET CONTRACT NUMBER	CET_CONT			P2	
CET CONTRACT FROM DATE	CENCONTFROM			A8YYMD	
CET CONTRACT TO DATE	CEN_CONT_TO			A8YYMD	
CET CONTRACT REVIEW DATE	CEN_CONT_RV			A8YYMD	
ALT TABLE DRIVEN BENEFITS					
BENEFIT PLAN ID	BEN_PLN_ID			A3	THIS IS A FIELD IN AN ALTERNATE EDB WHICH REDEFINES THIS SEGMENT FOR EASIER REPORTING.
BENEFIT PLAN COVERAGE CODE	BEN_COV_CODE			A3	THIS IS A FIELD IN AN ALTERNATE EDB WHICH REDEFINES THIS SEGMENT FOR EASIER REPORTING.

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BENEFIT BEGIN DATE	BEN_BEG_DATE			A8YYMD	THIS IS A FIELD IN AN ALTERNATE EDB WHICH REDEFINES THIS SEGMENT FOR EASIER REPORTING.
BENEFIT END DATE	BEN_END_DATE			A8YYMD	THIS IS A FIELD IN AN ALTERNATE EDB WHICH REDEFINES THIS SEGMENT FOR EASIER REPORTING.
BENEFIT COUNTER FIELD	BEN_COUNT			I4	THIS IS A FIELD IN AN ALTERNATE EDB WHICH REDEFINES THIS SEGMENT FOR EASIER REPORTING.
ANNUITY BENEFITS					
ANNUITY COUNTER	ANN_COUNT			I2	
ANNUITY PLAN ID NUMBER	ANN_PLN_ID			A3	
ANNUITY COVERAGE CODE	ANN_COV_CODE			A3	
ANNUITY BEGIN DATE	ANN_BEG_DATE			A8YYMD	
ANNUITY END DATE	ANN_END_DATE			A8YYMD	
VOLUTARY DEDUCTIONS					
VOLUNTARY DEDUCTION COUNTER	VOL_COUNT			I2	
VOLUNTARY DEDUCTION ID NUMBER	VOL_DED_ID			A3	
VOLUNTARY DEDUCTION CODE	VOL_COV_CODE			A3	
VOLUNTARY DEDUCTION BEGIN DATE	VOL_BEG_DATE			A8YYMD	
VOLUNTARY DEDUCTION END DATE	VOL_END_DATE			A8YYMD	
JOB ASSIGNMENT					
ORDER FIELD FOR JOB ASSIGNMENT SEGMENT	JOBNUM			I4	
JOB BEGIN DATE	JOBBEGINDATE			A8YYMD	THE DATE THE JOB BEGINS/BEGAN.
JOB END DATE	JOB_END_DATE			A8YYMD	THE DATE THE JOB ENDS. IF THE JOB IS PERMANENT, 99/99/99 ENTRY IS REQUIRED.
JOB DEPARTMENT CODE (JOB ASSIGNMENT)	JOBDEPARTMEN			A8	THE NUMBER INDICATING THE DEPARTMENT OF PRIMARY RESPONSIBILITY FOR THIS JOB. THIS IS THE DEPARTMENT WHERE THE TIME SHEETS WOULD BE SENT. THIS DEPARTMENT IS SENT THE EMPLOYEE'S TIME SHEET.
JOB CLASS CODE (JOB ASSIGNMENT)	JOB_CLASS			A6	THE CODE IDENTIFYING THE JOB HELD BY THE EMPLOYEE. THE KEY TO THE JOB CLASSIFICATION TABLE WHERE THE JOB ATTRIBUTES ARE LISTED.

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Alias</i>	<i>Occurs</i>	<i>Format</i>	<i>Definition</i>
PAY RATE (JOB ASSIGNMENT)	PAY_RATE		P12.4		THE FIELD CONTAINING EITHER THE HOURLY RATE OF PAY FOR A JOB OR THE AMOUNT PAID TO THE EMPLOYEE PER PAY PERIOD. THE CONTENT OF THIS FIELD IS DEFINED BY THE RATE CODE.
PAY RATE CODE	PAYRATECODE		A1		THE CODE DEFINING THE CONTENT OF THE PAY RATE FIELD.
PERCENT OF FULL-TIME (JOB ASSIGNMENT)	P_FULL_TIME		P7.2		THE PERCENT OF FULL-TIME WORK COMPLETED BY THE EMPLOYEE FOR A JOB. THE VALUE IS AN ESTIMATE BY THE DEPARTMENT.
TERM (PAID FOR)	TERM	PAID_FOR_TERM	A2		THE CODE DEFINING THE JOB ASSIGNMENT LENGTH AND TIME PERIOD FOR WHICH THE EMPLOYEE RECEIVES PAY.
JOB PAY CYCLE	JOBPAYCYCLE		A2		THE PAYMENT SCHEDULE FOR A JOB. THE FIRST OCCURRENCE OF THIS FIELD CONTAINS THE VALUE IN JOB1PAYCYCLE. THE SECOND OCCURRENCE CONTAINS THE VALUE IN JOB2PAYCYCLE. ETC.
JOB CLASS ENTRY DATE	JOBCLENTRYDT		A8YYMD		THE DATE THE EMPLOYEE BEGAN WORKING IN HIS/HER CURRENT JOB CLASSIFICATION.
POSITION NUMBER (JOB ASSIGNMENT)	POSITIONNUMB		A5		THE CODE IDENTIFYING THE BUDGETED POSITION WHICH THE EMPLOYEE FILLS. POSITION NUMBER IS THE KEY TO THE POSITION DATA BASE WHICH DEFINES THE ATTRIBUTES OF THE POSITION (WORKING TITLE, JOB CLASS, ETC.)
SHIFT INDICATOR	SHIFTINDICAT		A2		INDICATES THE SHIFT THE EMPLOYEE IS ASSIGNED TO FOR THIS JOB ASSIGNMENT.
JOB ADJUST SENIORITY DATE	JOBADJSRTYDT		A8YYMD		SPECIFIES THE NEW SENIORITY DATE RESULTING FROM AN ADJUSTMENT TO THE ACTUAL SENIORITY DATE, SUCH AS A LAYOFF.
TEMPLE RANGE (GRADE)	TEMPLE_RANGE	TEMPLE_GRADE	A3		
TEMPLE STEP	TEMPLE_STEP		A2		
TEMPLE HOURLY RATE	TEMPLEHOURRT	HOURLY_RATE	P9.3		
TEMPLE DAYS PER WEEK	TEMPLEDYPWK	DAYS_PER_WEEK	P3.1		
TEMPLE HOURS PER WEEK	TEMPLEHRPWK	HOURS_PER_WEEK	P5.2		
TEMPLE EXEMPT/NONEXEMPT FLAG	TEMPLEEXENON		A1		
* TK GROUP ID	TK_GROUP_ID		A4		
EEO CATEGORY CODE	EEO_CAT_CODE		A2		Equal Employment Opportunity code.
DPT EEO4 AFF ACT CODE	EE04AFFACTCD		A4		
ADMINSTRATIVE RANK	ADMIN_RANK		A2		

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Alias</i>	<i>Occurs</i>	<i>Format</i>	<i>Definition</i>
JOB TITLE	JOB_TITLE		A25		English translation of JOB_CLASS.
UNIT NAME	UNIT_NAME		A30		
GRADE	GRADE		A3		Labor grade code (ex. A17)
JOB GROUP	JOB_GROUP		A2		