

Objects	Description	InfoType	Dimension
Article Info			
Article Name (1)	The name of the article being grieved (Article Info 1). Example: Non-Discrimination	IT-9102	DimArticleName
Article Name (2)	The name of the article being grieved (Article Info 2). Example: Employee Rights	IT-9102	DimArticleName
Article Name (3)	The name of the article being grieved (Article Info 3). Example: Employee Rights	IT-9102	DimArticleName
Article Name (4)	The name of the article being grieved (Article Info 4). Example: Employee Rights	IT-9102	DimArticleName
Article Name (5)	The name of the article being grieved (Article Info 5). Example: Discipline	IT-9102	DimArticleName
Article Name Code (1)	The code for Article Name (1) . Example: 44	IT-9102	DimArticleName
Article Name Code (2)	The code for Article Name (2) . Example: 18	IT-9102	DimArticleName
Article Name Code (3)	The code for Article Name (3) . Example: 18	IT-9102	DimArticleName
Article Name Code (4)	The code for Article Name (4) . Example: 18	IT-9102	DimArticleName
Article Name Code (5)	The code for Article Name (5) . Example: 10	IT-9102	DimArticleName
Article Number (1)	The actual article number from the Master Agreement for Article Name (1) . Example: 04	IT-9102	FactGrievance
Article Number (2)	The actual article number from the Master Agreement for Article Name (2) . Example: 19	IT-9102	FactGrievance
Article Number (3)	The actual article number from the Master Agreement for Article Name (3) . Example: 19	IT-9102	FactGrievance
Article Number (4)	The actual article number from the Master Agreement for Article Name (4) . Example: 19	IT-9102	FactGrievance

Objects	Description	InfoType	Dimension
Article Number (5)	The actual article number from the Master Agreement for Article Name (5) . Example: 20	IT-9102	FactGrievance
Contract Year (1)	The contract period during which the grievance was filed (Article Info 1). Example: 13-15	IT-9102	DimContractYear
Contract Year (2)	The contract period during which the grievance was filed (Article Info 2). Example: 13-15	IT-9102	DimContractYear
Contract Year (3)	The contract period during which the grievance was filed (Article Info 3). Example: 13-15	IT-9102	DimContractYear
Contract Year (4)	The contract period during which the grievance was filed (Article Info 4). Example: 13-15	IT-9102	DimContractYear
Contract Year (5)	The contract period during which the grievance was filed (Article Info 5). Example: 13-15	IT-9102	DimContractYear
Contract Year Code (1)	The code for Contract Year (1) . Example: 05	IT-9102	DimContractYear
Contract Year Code (2)	The code for Contract Year (2) . Example: 05	IT-9102	DimContractYear
Contract Year Code (3)	The code for Contract Year (3) . Example: 05	IT-9102	DimContractYear
Contract Year Code (4)	The code for Contract Year (4) . Example: 05	IT-9102	DimContractYear
Contract Year Code (5)	The code for Contract Year (5) . Example: 05	IT-9102	DimContractYear
Master Agreement (1)	The Master Agreement under which the grievance is filed (Article Info 1). Example: WSPTA	IT-9102	DimMasterAgreement
Master Agreement (2)	The Master Agreement under which the grievance is filed (Article Info 2). Example: WSPTA	IT-9102	DimMasterAgreement
Master Agreement (3)	The Master Agreement under which the grievance is filed (Article Info 3). Example: WSPTA	IT-9102	DimMasterAgreement
Master Agreement (4)	The Master Agreement under which the grievance is filed (Article Info 4). Example: WSPTA	IT-9102	DimMasterAgreement

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Master Agreement (5)	The Master Agreement under which the grievance is filed (Article Info 5). Example: WSPTA	IT-9102	DimMasterAgreement
Master Agreement Code (1)	The code for Master Agreement (1) . Example: 08	IT-9102	DimMasterAgreement
Master Agreement Code (2)	The code for Master Agreement (2) . Example: 08	IT-9102	DimMasterAgreement
Master Agreement Code (3)	The code for Master Agreement (3) . Example: 08	IT-9102	DimMasterAgreement
Master Agreement Code (4)	The code for Master Agreement (4) . Example: 08	IT-9102	DimMasterAgreement
Master Agreement Code (5)	The code for Master Agreement (5) . Example: 08	IT-9102	DimMasterAgreement
Subarticle Name (1)	The name of the sub-article being grieved (Article Info 1). Example: Participation	IT-9102	DimSubArticleName
Subarticle Name (2)	The name of the sub-article being grieved (Article Info 2). Example: Investigations	IT-9102	DimSubArticleName
Subarticle Name (3)	The name of the sub-article being grieved (Article Info 3). Example: Investigations	IT-9102	DimSubArticleName
Subarticle Name (4)	The name of the sub-article being grieved (Article Info 4). Example: Investigations	IT-9102	DimSubArticleName
Subarticle Name (5)	The name of the sub-article being grieved (Article Info 5). Example: Discipline	IT-9102	DimSubArticleName
Subarticle Name Code (1)	The alphanumeric code for Subarticle Name (1) . Example: 95	IT-9102	DimSubArticleName
Subarticle Name Code (2)	The alphanumeric code for Subarticle Name (2) . Example: BR	IT-9102	DimSubArticleName
Subarticle Name Code (3)	The alphanumeric code for Subarticle Name (3) . Example: BR	IT-9102	DimSubArticleName
Subarticle Name Code (4)	The alphanumeric code for Subarticle Name (4) . Example: BR	IT-9102	DimSubArticleName

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Subarticle Name Code (5)	The alphanumeric code for Subarticle Name (5) . Example: BD	IT-9102	DimSubArticleName
Subarticle Number (1)	The actual master agreement subarticle number for Subarticle Name (1) . Example: 01	IT-9102	FactGrievance
Subarticle Number (2)	The actual master agreement subarticle number for Subarticle Name (2) . Example: 01	IT-9102	FactGrievance
Subarticle Number (3)	The actual master agreement subarticle number for Subarticle Name (3) . Example: 12	IT-9102	FactGrievance
Subarticle Number (4)	The actual master agreement subarticle number for Subarticle Name (4) . Example: 14	IT-9102	FactGrievance
Subarticle Number (5)	The actual master agreement subarticle number for Subarticle Name (5) . Example: 01	IT-9102	FactGrievance
Contacts			
Agency Labor Relations Name	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Agency Labor Relations Personnel Number . Example: BLACK JOHN A		
Agency Labor Relations Personnel Number	The Personnel Number for the agency’s labor relations employee. Example: 99876543	IT-9102	FactGrievance
Appointing Authority Name	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Appointing Authority Personnel Number . Example: KIRIAKIS VICTOR		
Appointing Authority Personnel Number	The Personnel Number for the appointing authority. Example: 89876543	IT-9102	FactGrievance
Arbitrator Name	The assigned arbitrator contact. Example: BRADY ROMAN J	IT-9102	DimArbitrator
Attorney General Name	The assigned Assistant Attorney General contact. Example: Carver, Abe AAG	IT-9102	DimAttorneyGeneralOffice

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HR Consultant Name	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from HR Consultant Personnel Number . Example: HORTON MARGARET		
HR Consultant Personnel Number	The Personnel Number for the HR Consultant. Example: 79876543	IT-9102	FactGrievance
OFM Labor Relations Name	The assigned Office of Financial Management Labor Relations contact. Example: HORTON WILLIAM	IT-9102	DimOFMGrievanceRepresentative
Other Contact Name (1)	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Other Contact Personnel Number (1) . Example: WALKER NICOLE ANN		
Other Contact Name (2)	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Other Contact Personnel Number (2) . Example: KLAN CHLOE		
Other Contact Name (3)	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Other Contact Personnel Number (3) . Example: ROBERTS KATHERINE		
Other Contact Name (4)	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Other Contact Personnel Number (4) . Example: DEVERAUX ABIGAIL MARIE		
Other Contact Name (5)	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Other Contact Personnel Number (5) . Example: BRADY KAYLA LYNN		
Other Contact Personnel Number (1)	The Personnel Number for an additional employee contact related to the grievance. Example: 19876543	IT-9102	FactGrievance
Other Contact Personnel Number (2)	The Personnel Number for an additional employee contact related to the grievance. Example: 29876543	IT-9102	FactGrievance
Other Contact Personnel Number (3)	The Personnel Number for an additional employee contact related to the grievance. Example: 39876543	IT-9102	FactGrievance
Other Contact Personnel Number (4)	The Personnel Number for an additional employee contact related to the grievance. Example: 49876543	IT-9102	FactGrievance

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Other Contact Personnel Number (5)	The Personnel Number for an additional employee contact related to the grievance. Example: 59876543	IT-9102	FactGrievance
Shop Steward Name	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Shop Steward Personnel Number . Example: BRADY BO		
Shop Steward Personnel Number	The Personnel Number for the assigned shop steward. Example: 69876543	IT-9102	FactGrievance
Staff Representative Name	The assigned staff representative contact. Example: HERNANDEZ RAFEAL (WSPTA)	IT-9102	DimStaffRepresentative
Union Attorney Name	The assigned union attorney name. Example: DI MERA ANTHONY	IT-9102	DimUnionAttorney
Employee			
Assignment Pay Indicator (EE)	Indicator for employees with assignment pay on their Basic Pay infotype. Example: X	IT-0008	DimEmployee
Business Area (EE)	A specific agency in the State of Washington. Example: Office of Financial Management	IT-0001	DimEmployee
Business Area Code (EE)	The four-digit number for Business Area (EE) . Example: 1050	IT-0001	DimEmployee
Cap Utilization Level	Percentage of standard working time an employee works as reflected on the employee's Basic Pay infotype. Example: 100.00	IT-0008	DimEmployee
Contract Type	An employee's State status, defined as either permanent or non-permanent. Example: Permanent	IT-0016	DimEmployee
Contract Type Code	The code for Contract Type . Example: 00	IT-0016	DimEmployee
Date - Agency Hire	The most recent hire date of an employee into the agency. Example: 2011-10-10	IT-0041	DimEmployee
Date - Agency Service	Agency Hire Date adjusted for prior agency service (cumulative time at the current agency). Example: 2015-01-14	IT-0041	DimEmployee

Objects	Description	InfoType	Dimension
Date - Anniversary	The unbroken service date adjusted for prior state service and in some circumstances leave without pay. Example: 2001-11-19	IT-0041	DimEmployee
Date - Appointment	The date of an employee's appointment. Example: 2015-03-16	IT-0041	DimEmployee
Date - Cadet Hire	WSP Only: The date an employee is hired as a Washington State Patrol Trooper Cadet. Example: 2016-04-12	IT-0041	DimEmployee
Date – Commission	WSP Only: The date authority is given to a Washington State Patrol (WSP) officer by the Governor to enforce the laws of the state of Washington. Example: 2016-06-01	IT-0041	DimEmployee
Date - In Job Class Since	The date an employee began work in their current job classification. Example: 2016-11-02	IT-0041	DimEmployee
Date - PD Completed	The completion date of a position's current position description. Example: 2011-07-20	IT-0041	DimEmployee
Date - PDP Eval Completed	The date an employee's Performance Development Plan (PDP) evaluation is completed. Example: 2010-12-20	IT-0041	DimEmployee
Date - PDP Expectation Set	The date an employee's Performance Development Plan (PDP) Expectations are completed. Example: 2011-09-14	IT-0041	DimEmployee
Date - Personal Holiday Eligibility	The date an employee is eligible to use one personal holiday per calendar year. Example: 2016-12-01	IT-0041	DimEmployee
Date - Personal Leave Day Eligibility	Represented Only: The date an employee is eligible to use one personal leave day per fiscal year. Example: 2017-01-16	IT-0041	DimEmployee
Date - Prior PID	The date an employee received their final periodic increment, or the date they received their last periodic increment before becoming no longer eligible (such as moving from pay scale to pay band). Example: 2016-11-16	IT-0041	DimEmployee

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Date - Recommission	WSP Only: The date a former officer returns to WSP as a commissioned officer. Example: 2017-01-01	IT-0041	DimEmployee
Date - Retirement Eligibility	WSP Only: An estimated date a commissioned officer is eligible to retire. Note: Refer to collective bargaining agreements for more information. Example: 2031-11-01	IT-0041	DimEmployee
Date - Seniority	The most recent date of hire, adjusted for leave without pay or part time status in some circumstances. Example: 2006-02-23	IT-0041	DimEmployee
Date - Seniority with Military	An employee's seniority date adjusted for military service for layoff purposes. Example: 2011-04-16	IT-0041	DimEmployee
Date - Separation	The date of unemployment following separation. Example: 2010-05-01	IT-0041	DimEmployee
Date - Shift Bid	The date used for shift bidding purposes. Note: Refer to collective bargaining agreements for more information. Example: 2012-01-01	IT-0041	DimEmployee
Date - Teamster Seniority	Teamsters only: Seniority date used for overtime, extended duty assignment, bid system, and vacation selection seniority. See Seniority Date for teamster's layoff seniority. Example: 2014-06-01	IT-0041	DimEmployee
Date - TSR Leave Eligibility	The date an employee was eligible to use accrued TSR Leave. Note: This field is no longer in use. Example: 2011-07-01	IT-0041	DimEmployee
Date - Unbroken Service	The most recent date of hire, adjusted for leave without pay in some circumstances. Example: 2006-02-26	IT-0041	DimEmployee
Date - WMS Review	The date a WMS employee's review is due. Example: 2007-05-16	IT-0041	DimEmployee
Deferred Comp Plan Indicator	Indicator for employees enrolled in a deferred compensation plan. Example: X	IT-0169	DimEmployee
Disability Date	The date an employee's disability was determined. Example: 2002-03-18	IT-0077	DimEmployee

Objects	Description	InfoType	Dimension
Disability Date Learned	The date an individual disclosed in writing his or her disability to the employer. Example: 2014-05-01	IT-0077	DimEmployee
Disability Indicator	Indicator of an employee's disability status for affirmative action reporting. Example: N	IT-0077	DimEmployee
Disability Status	Identifies if an employee has or previously had a disability. Example: Does Not Have a Disability	IT-0077	DimEmployee
Dual Lang Indicator (EE)	Indicator for employees with dual language assignment pay on their Basic Pay infotype. Example: X	IT-0008	DimEmployee
EEO Category (EE)	A job attribute that groups jobs into specific pre-defined categories according to the type of work performed; based on the job held by an employee. Example: Officials & Administrators	IT-1610	DimJob
EEO Category Code (EE)	The code for EEO Category (EE) . Example: 41	IT-1610	DimJob
EEO Exemption	Indicator used in federal reports exempting individuals from the Equal Employment Opportunity Act of 1972. Example: X	IT-0077	DimEmployee
Employee Group (EE)	The status of the position; based on an employee's organizational assignment. Example: Appointed	IT-0001	DimEmployee
Employee Group Code (EE)	The code for Employee Group (EE) . Example: 9	IT-0001	DimEmployee
Employee Subgroup (EE)	A sub-group that defines salary rate unit and overtime eligibility; based on an employee's organizational assignment. Example: M-OT elig>40hrs/wk	IT-0001	DimEmployee
Employee Subgroup Code (EE)	The code for Employee Subgroup (EE) . Example: 06	IT-0001	DimEmployee
Employment Percent	Employment percentage according to work schedule on an employee's Planned Working Time infotype. Example: 100.00	IT-0001	DimEmployee
Employment Status	An employee's status of employment. Example: Inactive	IT-0001	DimEmployee

Objects	Description	InfoType	Dimension
Employment Status Code	The code for Employment Status . Example: 1	IT-0001	DimEmployee
ES Grouping for CAP (EE)	The type of work period designation for Employee Subgroup Group (ESG) for Collective Agreement Provision (CAP) based on an employee's Employee Subgroup. Example: 3	IT-0001	DimEmployee
Ethnic Origin	Category for consolidating multiple race and ethnicity responses for an employee. Example: American Indian/Alaskan	IT-0077	DimEmployee
Ethnic Origin Code	The code for Ethnic Origin . Example: 05	IT-0077	DimEmployee
Gender (Health Ins)	The employee's gender designation for health insurance purposes, as selected by the employee. Example: Female	IT-0002	DimEmployee
Gender Identity	The gender as selected by the employee. A person's gender identity can be the same or different from their Gender (Health Ins) . Example: X/Non-Binary	IT-0002	DimEmployee
Hispanic Ethnicity Code	The code for Hispanic Ethnicity . Example: E1	IT-0077	DimEmployee
Job (EE)	The name of job held by an employee. Example: HUMAN RESOURCE CONSULTANT 3	IT-0001	DimJob
Job Class Abbr (EE)	The alphanumeric job class code for Job (EE) . Example: 119G	IT-0001	DimJob
Job Code (EE)	The system assigned number given to Job (EE) . Example: 51000737	IT-0001	DimJob
Job Group (EE)	An agency defined group of jobs used for Affirmative Action Plan reporting; based on Job (EE) . Example: Officials, Administrators and Managers.	IT-1001	DimJobGroup
Job Group Abbr (EE)	An agency defined number for Job Group (EE) . Example: 1600-02	IT-1001	DimJobGroup
Job Group Code (EE)	The system assigned number for Job Group (EE) . Example: 80147234	IT-1001	DimJobGroup

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LGBTQ+	Indicates if an employee identifies as a member of the Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, + community. The + allows space for other diverse sexual orientation, gender identity, and gender expression groups Example: No	IT-0077	DimEmployee
Master Cost Center Code (EE)	The code for Master Cost Center (EE) . Example: 1050000000	IT-0027	DimEmployee
Military Spouse	An employee currently or previously married to a military service member during the service member's time of active, reserve, or National Guard duty, including registered domestic partners. Example: Yes	IT-0077	DimEmployee
Military Status Code	The code for Military Status . Example: 19	IT-0077	DimEmployee
Name – First	An employee's first name. Example: SAMUEL	IT-0002	DimEmployee
Name – Full	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Personnel Number . Example: JACKSON SAMUEL L	IT-0002	
Name – Last	An employee's last name. Example: JACKSON	IT-0002	DimEmployee
Name – Middle	An employee's middle name (or initial). Example: L	IT-0002	DimEmployee
Name – Nickname	An employee's nickname; the name they are also known as. Example: Sammy	IT-0002	DimEmployee
Next Increase Override Date	The date of the next scheduled increase in an employee's pay used to override the automated periodic increment and longevity process. Example: 2019-06-19	IT-0008	DimEmployee
Object On Loan	An agency tracked State-owned asset loaned to an employee. Example: WSP Badge Number	IT-0040	DimEmployee
Object On Loan Code	The system assigned code for Object On Loan . Example: 00	IT-0040	DimEmployee

Objects	Description	InfoType	Dimension
Object On Loan Number	The agency assigned number for Object On Loan . Example: 40	IT-0040	DimEmployee
Organizational Key	The pay distribution location. Example: 17FH1	IT-0001	DimEmployee
Other Insurance Indicator	Indicator for employees enrolled in life insurance or long-term disability plan. Example: X	IT-0377	DimEmployee
Part Time Indicator	Indicator to identify part time employees. Example: X	IT-0007	DimEmployee
Pay Adjust Reason	Indicates why a salary adjustment was made. Example: Add WMS Extraordinary Resp	IT-0008	DimEmployee
Pay Adjust Reason Code	The code for Pay Adjust Reason . Example: 23	IT-0008	DimEmployee
Pay Area (EE)	A collection of pay ranges, steps, and rates that comprise a pay schedule based on an employee's Basic Pay record. Example: Standard Progression	IT-0008	DimEmployee
Pay Area Code (EE)	The code for Pay Area (EE) . Example: 01	IT-0008	DimEmployee
Pay Group (EE)	The range or band on an employee's Basic Pay record. Example: 62	IT-0008	DimEmployee
Pay Level (EE)	The step or level within a range for compensation on an employee's Basic Pay record. Example: L	IT-0008	DimEmployee
Pay Type (EE)	The compensation structure on an employee's Basic Pay record. Example: TEAMSTERS 117	IT-0008	DimEmployee
Pay Type Code (EE)	The code for Pay Type (EE) . Example: 04	IT-0008	DimEmployee
Payroll Area	The payroll cycle indicating how often payroll runs. Example: Semi-monthly	IT-0008	DimEmployee
Payroll Area Code	The code for Payroll Area . Example: 11	IT-0008	DimEmployee

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Period Length	The number of days, weeks, months or years that the employee will spend in some type of a review period, such as Probationary Period, WMS Review, or Trial Service. Example: 6	IT-0016	DimEmployee
Period Length Unit	Specifies how the Period Length is measured. Example: Months	IT-0016	DimEmployee
Personnel Number	An employee's unique identifying number Example: 00215854	IT-0000	DimEmployee
Personnel Subarea (EE)	A subdivision of Personnel Area that identifies Bargaining Units, WMS, Exempt and non-Represented positions. Example: Non Represented	IT-0001	DimEmployee
Personnel Subarea Code (EE)	The code for Personnel Subarea (EE) . Example: 0001	IT-0001	DimEmployee
Race - American Indian or Alaska Native	Race selection indicator for a person having origins in any of the original peoples of North and South America (including Central America) and who maintains a tribal affiliation or community attachment. Example: X	IT-0077	DimEmployee
Race - Asian	Race selection indicator for a person having origins in any of the original people of the Far East, Southeast Asia or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam. Example: X	IT-0077	DimEmployee
Race - Black or African American	Race selection indicator for a person having origins in any of the Black racial groups of Africa. Example: X	IT-0077	DimEmployee
Race - Native Hawaiian or Other Pacific Islander	Race selection indicator for a person having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Islands. Example: X	IT-0077	DimEmployee
Race - Two or More	Race selection indicator for a person with more than one race. Example: X	IT-0077	DimEmployee

Objects	Description	InfoType	Dimension
Race - White (Caucasian)	Race selection indicator for a person having origins in any of the original peoples of Europe, the Middle East or North Africa. Example: X	IT-0077	DimEmployee
Reference Personnel Number	An additional employee identification number used in concurrent appointments. Example: 22134798	IT-0031	DimEmployee
Retirement Group	Retirement plan group based on retirement plan eligibility. Example: State Employees	IT-0171	DimEmployee
Retirement Group Code	The code for Retirement Group . Example: 01	IT-0171	DimEmployee
Retirement Plan	An employee's retirement plan. Example: PERS 3 – Rate B – WSIB	IT-0169	DimEmployee
Retirement Plan Code	The code for Retirement Plan . Example: P3BW	IT-0169	DimEmployee
Retirement Plan Eligible	A code to indicate if an employee's position is eligible to receive retirement benefits. Example: ELIG	IT-0171	DimEmployee
Staffing Percentage	Percentage of standard working time as reflected on an employee's organizational assignment infotype and the position's relationship infotype. Note: A withdrawn employee's % will be zero. Example: 100.00	IT-1001	DimEmployee
Time Administrator	Agency designated group of employees related to Time and Attendance units. Example: Forecasting	IT-0001	DimEmployee
Time Management Status	The status that determines how leave accruals are calculated in the time evaluation process. Example: 1 - Time Evaluation of Actual Times	IT-0007	DimEmployee
Time Management Status Code	The code for Time Management Status . Example: 1	IT-0007	DimEmployee
UI Tax Exempt Indicator	Indicator to identify an employee's unemployment insurance tax-exempt status. Example: Y	IT-0235	DimEmployee

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Underfilled Indicator	Indicator to identify if an employee Pay Group is under (U) the position's lowest Pay Group or over (O) the position's highest Pay Group. Example: U	IT-0008, IT-1005	DimEmployee
Unemployment County	The county in which an employee is designated to work (Worksite). Example: Thurston County	IT-0209	DimEmployee
Unemployment County Code	The code for Unemployment County . Example: 34	IT-0209	DimEmployee
Vet - Armed Forces Service Medal	Obsolete code retained for historical reporting. Previously used to designate a veteran as receiving an armed forces service medal. Example: X	IT-0077	DimEmployee
Vet - Disabled	Obsolete code retained for historical reporting. Previously used to designate a veteran as disabled. Example: X	IT-0077	DimEmployee
Vet - Non Veteran	Indicator identifying a person who does not qualify for Veteran's Status or has not disclosed any military service. Example: X	IT-0077	DimEmployee
Vet - Not Protected	Obsolete code retained for historical reporting. Previously used to designate a veteran who is not eligible for protected status. Example: X	IT-0077	DimEmployee
Vet - Other Protected	Primary indicator identifying a person with a veteran status. Example: X	IT-0077	DimEmployee
Vet - Prefers Not To Answer	Indicator for a person whose veteran status is unknown or who has indicated they prefer not to provide this information. Example: X	IT-0077	DimEmployee
Vet - Recently Separated	Obsolete code retained for historical reporting. Previously used to designate a veteran recently separated from service. Example: X	IT-0077	DimEmployee
Vet - Special Disabled	Primary indicator identifying a disabled veteran. Example: X	IT-0077	DimEmployee
Vet - Vietnam	Indicator identifying a Vietnam era veteran. Example: X	IT-0077	DimEmployee

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WD Financials Phase 1a Conversion	Personnel number of employee who is an AFRS/Financial user Example: 88888888	IT-0105	DimEmployee
Work Contract	Status of an employee's appointment. Example: Probationary	IT-0001	DimEmployee
Work Contract Code	The code for Work Contract . Example: 02	IT-0001	DimEmployee
Work Fax	An employee's work facsimile number. Example: 3606641000	IT-0006	DimEmployee
Work Phone	An employee's work phone number. Example: 3609020420ext21	IT-0006	DimEmployee
Work Schedule Rule	An employee's scheduled working hours and how the hours are distributed for a specific period. Example: 5-8s: M-F 8 hpd	IT-0007	DimEmployee
Work Schedule Rule Code	The system generated unique identifier for Work Schedule Rule . Example: FULL	IT-0007	DimEmployee
Workers Comp	The Worker's Compensation risk class. Example: 3000-5300-00 Admin Field Personnel	IT-0234	DimEmployee
Workers Comp Code	The code for Workers Comp . Example: 0448	IT-0234	DimEmployee
Workforce Indicator (EE)	A type of employment designation for a group of specific job classes; based on the job held by an employee. Example: At-Will	IT-1001	DimJob
Workforce Indicator Code (EE)	The system assigned number for Workforce Indicator (EE) . Example: 80148586	IT-1001	DimJob
Employee Personal Info	Secure User Role Required.		
Cell Phone	An employee's cell phone number. Example: 2534708012	IT-0006	EmployeePersonalInfo
Date of Birth	An employee's date of birth. Example: 1972-07-26	IT-0002	EmployeePersonalInfo

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Email Address	An employee's work email address. Example: Barbara.Jones@agency.wa.gov	IT-0105	EmployeePersonallInfo
Emergency Contact First Name	The first name of employee's emergency contact. Example: LaTanya	IT-0021	EmployeePersonallInfo
Emergency Contact Last Name	The last name of an employee's emergency contact. Example: Richardson	IT-0021	EmployeePersonallInfo
Emergency Contact Phone Number	The telephone number with area code of employee's emergency contact. Example: 606-872-1324	IT-0021	EmployeePersonallInfo
Home - Address Line 1 (EE)	An employee's home address line 1. Example: 123 85th Ave NE	IT-0006	EmployeePersonallInfo
Home - Address Line 2 (EE)	An employee's home address line 2. Example: Apt. G	IT-0006	EmployeePersonallInfo
Home - City (EE)	An employee's home address city. Example: TUMWATER	IT-0006	EmployeePersonallInfo
Home - County (EE)	An employee's home address county. Example: Thurston County	IT-0006	EmployeePersonallInfo
Home - County Code (EE)	The code for Home - County (EE) . Example: 34	IT-0006	EmployeePersonallInfo
Home - State (EE)	An employee's home address state. Example: WA	IT-0006	EmployeePersonallInfo
Home - Zip Code (EE)	An employee's home address postal code. Example: 98501	IT-0006	EmployeePersonallInfo
ID Expiry Date	The date and ID Type will expire. Example: 07/01/2020	IT-0094	EmployeePersonallInfo
ID Issue Date	The date an ID Type was issued. Example: 07/01/2016	IT-0094	EmployeePersonallInfo
ID Issuing Authority	The governing body that issued the ID Type. Example: State of Washington	IT-0094	EmployeePersonallInfo
ID Number	The unique number associated with the ID Type. Example: AP*2340128	IT-0094	EmployeePersonallInfo

Objects	Description	InfoType	Dimension
ID Type	The type of personal identification recorded in the Residence Status fields. Example: U.S. Driver's License w/photo	IT-0094	EmployeePersonalInfo
Phone Number	An employee's home phone number. Example: 253-419-2486	IT-0006	EmployeePersonalInfo
Social Security Number	An employee's Social Security Number. Example: 123-45-6789	IT-0002	EmployeePersonalInfo
Grievance Info			
Arbitration Number	The number assigned when the grievance moves to arbitration (Other Griev Num). Example: 123456-0-22-8526	IT-9102	FactGrievance
Date Filed	The date the agency receives the grievance. Example: 2014-10-26	IT-9102	FactGrievance
Discipline Reason (1)	Describes the primary (most important) reason for the disciplinary action. Example: Abandonment	IT-9102	DimDisciplineReason
Discipline Reason (2)	Describes additional reasons for the disciplinary action. Example: Abuse of Client/Resident/Public	IT-9102	DimAdditional Discipline
Discipline Reason (3)	Describes additional reasons for the disciplinary action. Example: Abuse of Co-worker	IT-9102	DimAdditional Discipline
Discipline Reason (4)	Describes additional reasons for the disciplinary action. Example: Attendance	IT-9102	DimAdditional Discipline
Discipline Reason (5)	Describes additional reasons for the disciplinary action. Example: Conflict of Interest	IT-9102	DimAdditional Discipline
Discipline Reason (6)	Describes additional reasons for the disciplinary action. Example: Criminal	IT-9102	DimAdditional Discipline
Discipline Reason Code (1)	The numeric code for Discipline Reason (1) . Example: 01	IT-9102	DimDisciplineReason
Discipline Reason Code (2)	The numeric code for Discipline Reason (2) . Example: 02	IT-9102	DimAdditional Discipline
Discipline Reason Code (3)	The numeric code for Discipline Reason (3) . Example: 03	IT-9102	DimAdditional Discipline

Objects	Description	InfoType	Dimension
Discipline Reason Code (4)	The numeric code for Discipline Reason (4) . Example: 04	IT-9102	DimAdditional Discipline
Discipline Reason Code (5)	The numeric code for Discipline Reason (5) . Example: 05	IT-9102	DimAdditional Discipline
Discipline Reason Code (6)	The numeric code for Discipline Reason (6) . Example: 06	IT-9102	DimAdditional Discipline
Discipline Type	Indicates the disciplinary action grieved by the employee. Example: Oral Reprimand	IT-9102	DimDisciplineType
Discipline Type Code	The numeric code for Discipline Type . Example: 01	IT-9102	DimDisciplineType
Entire Bargaining Unit Grievance	The bargaining unit (Personnel Subarea) for which a grievance is filed. Example: Agencywide	IT-9102	DimPersonnelSubarea Alias
Entire Bargaining Unit Grievance Code	The code for Entire Bargaining Unit Grievance . Example: 00JN	IT-9102	DimPersonnelSubarea Alias
Grievance Number	The number assigned by the union, or the grievant's last name. Example: #8-LA-A77	IT-9102	FactGrievance
Group Grievance Indicator	Indicates if the grievance is filed by several individuals or an entire bargaining unit. Example: X	IT-9102	FactGrievance
Group Grievance Name (1)	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Group Grievance Personnel Number (1) . Example: JACKSON SAMUEL L	IT-9102	DimEmployeeGrpGrievPerNumber1Key Alias
Group Grievance Name (2)	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Group Grievance Personnel Number (2) . Example: TRAVOLTA JOHN J	IT-9102	DimEmployeeGrpGrievPerNumber1Key Alias
Group Grievance Name (3)	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Group Grievance Personnel Number (3) . Example: THURMAN UMA KARUNA	IT-9102	DimEmployeeGrpGrievPerNumber1Key Alias
Group Grievance Name (4)	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Group Grievance Personnel Number (4) . Example: WILLIS WALTER BRUCE	IT-9102	DimEmployeeGrpGrievPerNumber1Key Alias

Objects	Description	InfoType	Dimension
Group Grievance Name (5)	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Group Grievance Personnel Number (5) . Example: WALKEN CHRISTOPHER R	IT-9102	DimEmployeeGrpGrievPerNumber1Key Alias
Group Grievance Personnel Number (1)	The Personnel Number entered into the Group Grievance Employee 1 ID. Example: 11234567	IT-9102	DimEmployeeGrpGrievPerNumber1Key Alias
Group Grievance Personnel Number (2)	The Personnel Number entered into the Group Grievance Employee 2 ID. Example: 21234567	IT-9102	DimEmployeeGrpGrievPerNumber1Key Alias
Group Grievance Personnel Number (3)	The Personnel Number entered into the Group Grievance Employee 3 ID. Example: 31234567	IT-9102	DimEmployeeGrpGrievPerNumber1Key Alias
Group Grievance Personnel Number (4)	The Personnel Number entered into the Group Grievance Employee 4 ID. Example: 41234567	IT-9102	DimEmployeeGrpGrievPerNumber1Key Alias
Group Grievance Personnel Number (5)	The Personnel Number entered into the Group Grievance Employee 5 ID. Example: 51234567	IT-9102	DimEmployeeGrpGrievPerNumber1Key Alias
Notes Indicator	Indicates there are “comments” for a grievance or additional information that has been entered for the grievance. Example: X	IT-9102	FactGrievance
Original Agency	The agency (Business Area) of the grievant when the grievance was filed. Example: Department of Corrections	IT-9102	DimBusinessArea
Original Agency Code	The numerical code Original Agency . Example: 3100	IT-9102	DimBusinessArea
Original Bargaining Unit	The bargaining unit (Personnel Subarea) the grievant was a member of when the grievance was filed. Example: Agencywide	IT-9102	DimPersonnelSubArea
Original Bargaining Unit Code	The alphanumeric code for Original Bargaining Unit . Example: 00J5	IT-9102	DimPersonnelSubArea
Original Personnel Area	The Personnel Area of the grievant when the grievance was filed. Example: Western State Hospital	IT-9102	DimPersonnelArea
Original Personnel Area Code	The code for Original Personnel Area . Example: 3008	IT-9102	DimPersonnelArea

Objects	Description	InfoType	Dimension
Other Incorp Grievance Number (1)	An additional Grievance Number associated with the grievance. Example: #8-LA-A77	IT-9102	FactGrievance
Other Incorp Grievance Number (2)	An additional Grievance Number associated with the grievance. Example: #DOT555-SMITH-02	IT-9102	FactGrievance
Other Incorp Grievance Number (3)	An additional Grievance Number associated with the grievance. Example: #TEST-DOT-2010-02	IT-9102	FactGrievance
Other Incorp Grievance Number (4)	An additional Grievance Number associated with the grievance. Example: #TEST-8-LA-A77-08	IT-9102	FactGrievance
Other Incorp Grievance Number (5)	An additional Grievance Number associated with the grievance. Example: #8-LA-A77_TEST	IT-9102	FactGrievance
Responder Name	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Responder Personnel Number . Example: KEITEL HARVEY	IT-9102	
Responder Personnel Number	The Personnel Number of the employee responsible for responding to a particular step of the grievance. Example: 91234567	IT-9102	FactGrievance
Sequence Number	System assigned number to identify records in the EDW when multiple records exists for the same period. Sequence Number greater than 0 means the record has the same Start and End Dates as existing records. Note: Include in query so that Headcount Measures do not aggregate for individual employees. Example: 1	IT-9102	FactGrievance
Subtype	The reason the grievant is filing the grievance. Example: Disciplinary	IT-9102	DimSubType
Subtype Code	The code for Subtype . Example: 02	IT-9102	DimSubType
User ID	The Personnel Number for the employee who updated the grievance record. Example: 10234567	IT-9102	FactGrievance
Valid Record	A rule applied to identify if the Date Filed is earlier than the Record Start date. Example: Y	IT-9102	FactGrievance
Organization			

Objects	Description	InfoType	Dimension
Business Area	A specific agency in the State of Washington. Example: Office of Financial Management	IT-1001	DimOrganization
Business Area Code	The four-digit number for Business Area . Example: 1050	IT-1001	DimOrganization
Master Cost Center	An object in HRMS that represents a defined location of cost incurrence. Example: DEFAULT AGENCY 105	IT-0027, IT-1018	DimOrganization
Master Cost Center Code	The code for Master Cost Center . Example: 1050000000	IT-0027, IT-1018	DimOrganization
Organizational Abbr	The organizational unit abbreviation that represents departments, regions, divisions, units or other groupings within an Agency. Example: 015	IT-1000	DimOrganization
Organizational Unit	Represents departments, regions, divisions, or units within an Agency. Example: RULES AND APPEALS	IT-1000	DimOrganization
Organizational Unit Code	The system assigned number for Organizational Unit . Example: 31008159	IT-1000	DimOrganization
Position			
Assignment Pay Indicator (POS)	Indicator used to identify positions that are eligible for assignment pay. Example: X	IT-1001	DimPosition
Bkgd Check Req Indicator	Indicator for positions that require a background check. Example: 1	IT-1660	DimPosition
Budgeted Indicator	An indicator representing if a position's funding is included in the current budget. Example: X	IT-1008	DimPosition
Business Area (POS)	A specific agency in the State of Washington. Example: Office of Financial Management	IT-1008	DimPosition
Business Area Code (POS)	The four-digit number for Business Area (POS) . Example: 1050	IT-1008	DimPosition
Chief Position Indicator	Indicator for a 'chief' position of an organizational unit. A position becomes a 'chief' position when the 'Manages...' relationship exists between the position and the org unit. Example: X	IT-1001	DimPosition

Objects	Description	InfoType	Dimension
Dual Lang Indicator (POS)	Indicator used to identify positions that are eligible for dual language assignment pay. Example: X	IT-1001	DimPosition
Duty Station County	The county in which the position is located. Example: Thurston County	IT-1660	DimPosition
Duty Station County Code	The code for Duty Station County. Example: 34	IT-1660	DimPosition
EEO Category (POS)	A job attribute that groups jobs into specific pre-defined categories according to type of work performed; based on the job assigned to the position. Example: Officials & Administrators	IT-1610	DimJob
EEO Category Code (POS)	The code EEO Category (POS) . Example: 41	IT-1610	DimJob
Employee Group (POS)	The status of the position. Example: Appointed	IT-1013	DimPosition
Employee Group Code (POS)	The code for Employee Group (POS) . Example: 9	IT-1013	DimPosition
Employee Subgroup (POS)	A sub-group that defines salary rate unit and overtime eligibility for a position. Example: M-OT elig>40hrs/wk	IT-1013	DimPosition
Employee Subgroup Code (POS)	The code for Employee Subgroup (POS) . Example: 06	IT-1013	DimPosition
ES Grouping for CAP (POS)	The type of work period designation for Employee Subgroup Group (ESG) for Collective Agreement Provision (CAP) based on the position's Employee Subgroup. Example: 3	IT-1005	DimPosition
Full-Time Equivalent	The Full-Time Equivalent for the percent of the basic work hours assigned to the position. Example: 1.00	IT-1011	DimPosition
Job (POS)	The name of job assigned to a position. Example: HUMAN RESOURCE CONSULTANT 3	IT-1000	DimJob
Job Class Abbr (POS)	The alphanumeric job class code for Job (POS) . Example: 119G	IT-1000	DimJob

Objects	Description	InfoType	Dimension
Job Code (POS)	The system assigned number given to Job (POS) . Example: 51000737	IT-1000	DimJob
Job Group (POS)	An agency defined group of jobs used for Affirmative Action Plan reporting; based on Job (POS) . Example: Officials, Administrators and Managers.	IT-1001	DimJobGroup
Job Group Abbr (POS)	An agency defined number for Job Group (EE) . Example: 1600-02	IT-1001	DimJobGroup
Job Group Code (POS)	The system assigned number for Job Group (EE) . Example: 80147234	IT-1001	DimJobGroup
JVAC Points	The type of Job Value Assessment Chart (JVAC) points used to evaluate WMS positions and salary band placement. Example: Individual Contributor	IT-1001	DimPosition
JVAC Points Abbr	The abbreviation of the Job Value Assessment Chart (JVAC) points used to evaluate WMS positions and salary band placement. Example: IC_X2B-589	IT-1001	DimPosition
JVAC Points Code	The system assigned number for JVAC Points. Example: 80166343	IT-1001	DimPosition
JVAC Points Old	The old Job Value Assessment Chart (JVAC) points used to evaluate WMS positions and salary band placement prior to April 2013. Example: B3X-0586	IT-1002	DimPosition
Management Type	Groups of positions assigned different types of management. Example: Consultant	IT-1001	DimPosition
Management Type Code	The system assigned number for Management Type . Example: 80096314	IT-1001	DimPosition
Market Segment	A position's industry or market segment. Example: Natural Resources/Science	IT-1001	DimPosition
Market Segment Code	The system assigned number for Market Segment . Example: 80121920	IT-1001	DimPosition
Multifilled Indicator	Indicator for positions held by more than one employee. Example: X	IT-1001	DimPosition

Objects	Description	InfoType	Dimension
Pay Amount From (POS)	The lowest dollar amount within a range for compensation on a position's Planned Compensation record. Example: 54,384.00	IT-1005	DimPosition
Pay Amount To (POS)	The highest dollar amount within a range for compensation on a position's Planned Compensation record. Example: 99,804.00	IT-1005	DimPosition
Pay Area (POS)	A collection of pay ranges, steps, and rates that comprise a pay schedule based on a position's Planned Compensation record Example: Standard Progression	IT-1005	DimPosition
Pay Area Code (POS)	The code for Pay Area (POS) . Example: 01	IT-1005	DimPosition
Pay Group (POS)	The range or band on a position's Planned Compensation record. Example: 62	IT-1005	DimPosition
Pay Level From (POS)	The lowest step or level within a range for compensation on a position's Planned Compensation record. Example: A	IT-1005	DimPosition
Pay Level To (POS)	The highest step or level within a range for compensation on a position's Planned Compensation record. Example: L	IT-1005	DimPosition
Pay Type (POS)	The compensation structure on a position's Planned Compensation record. Example: TEAMSTERS 117	IT-1005	DimPosition
Pay Type Code (POS)	The code for Pay Type (POS) . Example: 04	IT-1005	DimPosition
Personnel Area (POS)	A specific agency/sub-agency in the State of Washington. Example: Western State Hospital	IT-1001	DimPosition
Personnel Area Code (POS)	The code for Personnel Area (POS) . Example: 3008	IT-1001	DimPosition
Personnel Subarea (POS)	A subdivision of Personnel Area that identifies Bargaining Units, WMS, Exempt and non-Represented positions. Example: Non Represented	IT-1008	DimPosition

Objects	Description	InfoType	Dimension
Personnel Subarea Code (POS)	The code for Personnel Subarea (POS) . Example: 0001	IT-1008	DimPosition
Position	The title for a position. Example: STATE FINANCIAL CONSULTANT	IT-1000	DimPosition
Position Abbr	The position's agency assigned number (short-text). Example: 0169	IT-1000	DimPosition
Position Code	The system assigned number given to each unique position. Example: 71926805	IT-1000	DimPosition
Position Percentage	The percent of the basic work hours assigned to the position. Example: 100	IT-1011	DimPosition
Primary Inclusion Criteria	The name of the Primary Inclusion Criteria used to determine if a position should be included in the Washington Management Service classification. Example: Adm one or more SW Policies/Prgms	IT-1001	DimPosition
Primary Inclusion Criteria Abbr	The abbreviated name of the Primary Inclusion Criteria used to determine if a position should be included in the Washington Management Service classification. Example: Admin SWP	IT-1001	DimPosition
Primary Inclusion Criteria Code	The system assigned number for Primary Inclusion Criteria . Example: 80149055	IT-1001	DimPosition
Retirement Eligible Position Indicator	An indicator designating a position as retirement benefits eligible. Example: X	IT-1008	DimPosition
Retirement Plan Eligibility	The name of the relationship used to identify positions eligible for specific retirement plans. Example: Public Safety Employees Retirement Sys	IT1-001	DimPosition
Retirement Plan Eligibility Abbr	The abbreviated name of the Retirement Plan Eligibility . Example: PSERS	IT-1001	DimPosition
Retirement Plan Eligibility Code	The system assigned number for the Retirement Plan Eligibility . Example: 80237311	IT-1001	DimPosition
Secondary Inclusion Criteria Code	The system assigned number for Secondary Inclusion Criteria . Example: 80166334	IT-1001	DimPosition

Objects	Description	InfoType	Dimension
Shift Designation	Text entered in the Shift Designation Subtype of the position's Description infotype. Example: 1-Days	IT-1002	DimPosition
Supervisor Multifilled Indicator	Identifies if a Supervisor Position is multifilled. Example: X		
Supervisor Name	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Supervisor Personnel Number . Example: JACKSON SAMUEL L		
Supervisor Personnel Number	The supervisor's unique Personnel Number . If the supervisor position is multifilled, this will display the lowest personnel number. Example: 21823491	IT-1001	DimPosition
Supervisor Position	The title of a supervisor's position derived from Supervisor Personnel Number . Example: PREPAREDNESS AND RESPONSE UNIT SUPV		DimPosition
Supervisor Position Abbr	The agency assigned number (short-text) of a supervisor's position derived from Supervisor Personnel Number . Example: WM01		DimPosition
Supervisor Position Code	The system assigned number given to a supervisor's position derived from Supervisor Personnel Number . Example: 71050044		DimPosition
Vacancy Indicator	Indicator for positions considered vacant. Example: X	IT-1007	DimPosition
Vacated Date	The date a position was considered vacant. Example: 2015-07-29	IT-1007	DimPosition
Workforce Indicator (POS)	A type of employment designation for a group of specific job classes; based on the job assigned to the position. Example: At-Will	IT-1001	DimJob
Workforce Indicator Code (POS)	The system assigned number for Workforce Indicator (POS) . Example: 80148586	IT-1001	DimJob
Tracking			

Objects	Description	InfoType	Dimension
Close Reason	The specific reason a grievance was closed. Example: Incorporate into other grievance	IT-9102	DimCloseReason
Close Reason Code	The code for Close Reason . Example: 04	IT-9102	DimCloseReason
Date Changed	The date the grievance record was updated/changed. Example: 2014-12-01	IT-9102	FactGrievance
Date Closed	The date the grievance closed. Example: 2013-12-12	IT-9102	FactGrievance
Grievance Status	The status of the grievance. Example: Open	IT-9102	DimGrievanceStatus
Grievance Status Code	The code for Grievance Status . Example: 01	IT-9102	DimGrievanceStatus
OFM Number	A tracking number assigned by OFM. Example: G17-016	IT-9102	FactGrievance
Step	Describes the step of the grievance process. Example: Step 3 Meeting	IT-9102	DimStep
Step Code	The alphanumeric code for Step . Example: 3M	IT-9102	DimStep
Time Extension Indicator	Indicates an agreed upon extension of a particular step in the grievance process. Example: X	IT-9102	FactGrievance

Objects	Description
Date	
Calendar Day	DD
Calendar Month	MM
Calendar Year	YYYY
Calendar Year Month	YYYYMM
Calendar Year Month Day	YYYY-MM-DD
Calendar Year Quarter	YYYYQ
Fiscal Year	YYYY
Fiscal Year Month	YYYYMM
Fiscal Year Quarter	YYYYQ
Record End Date	The "To" (End Date) for a particular step in a grievance. Example: 9999-12-31
Record Start Date	The date on which a record begins. Example: 2012-11-28
Universe Refresh Date	The date the data was last loaded in to the universe. Example: 7/18/2018 2:51:53 AM
Headcount Measures	
Age (Years)	Last day of reporting month minus Date of Birth .
Distinct Employee Count	A distinct count of Personnel Numbers during a given time period.
Number of Employee Records	Count of the number of Employee Records
Present Appointment (Years)	Length of service in the employee's current position (in years/months); last day of reporting minus Date - Appointment .
Salary - Annual	Sum of amounts from all records for Basic Pay (0008), Recurring Payments/Deductions (0014) and Additional Payment (0015) InfoTypes per employee and year.
Salary - Monthly	Salaried Employee = (SalaryUnitAmount*2) x (Cap.Utilization) for salaried employee) Hourly Employee = (SalaryUnitAmount*174) x (Cap.Utilization)
Salary - Unit Amount	Amount of wage type 1003 for salaried employee or wage type 1001 for hourly employee.

Service Years (Anniversary)	Last day of reporting month minus Date - Anniversary .
Service Years (Seniority)	Last day of reporting month minus Date - Seniority .
Measure	
Distinct Grievance Count	A distinct count of grievance records during a given time period.
Date Filters	
Current Calendar Year Month	Restricts results to the Current Calendar Year Month.
Last Calendar Day of Month Values	Restricts results to records active on the last day of the calendar month(s) selected in the Query Filter. For use with Dates: Calendar Month, Calendar Year Month, Current Calendar Year Month, or Previous Calendar Year Month .
Last Calendar Day of Quarter Values	Restricts results to records active on the last day of the calendar quarter(s) selected in the Query Filter. For use with Dates: Calendar Quarter or Calendar Year Quarter .
Last Calendar Day of Year Values	Restricts results to records active on the last day of the calendar year(s) selected in the Query Filter. For use with Date: Calendar Year .
Last Day of Fiscal Month Values	Restricts results to records active on the last day of the fiscal month(s) selected in the Query Filter. For use with Dates: Fiscal Month or Fiscal Year Month .
Last Day of Fiscal Quarter Values	Restricts results to records active on the last day of the fiscal quarter(s) selected in the Query Filter. For use with Dates: Fiscal Quarter or Fiscal Year Quarter .
Last Day of Fiscal Year Values	Restricts results to records active on the last day of the fiscal year(s) selected in the Query Filter. For use with Date: Fiscal Year .
Previous Calendar Year Month	Restricts results to the Previous Calendar Year Month .
Previous Calendar Year Month Day	Restricts results to the Previous Calendar Year Month Day .