

| Objects | Description | InfoType | Dimension |
|----------------------|---|----------|--------------|
| Action | | | |
| Action Reason | The specific reason for performing an action. Example: Promotion | IT-0000 | DimAction |
| Action Reason Code | The numeric code for Action Reason . Example: 01 | IT-0000 | DimAction |
| Action Type | Transaction grouping infotypes by the type of personnel action performed. Example: Appointment Change | IT-0000 | DimAction |
| Action Type Code | The alphanumeric code for Action Type . Example: U3 | IT-0000 | DimAction |
| Education | | | |
| Certificate | The license or certificate associated with the education level. Example: Registered Nurse | IT-0022 | DimEducation |
| Certificate Code | The numeric code for Certificate . Example: 03 | IT-0022 | DimEducation |
| Education - Training | The type of education and/or training. Example: Accounting | IT-0022 | DimEducation |
| Education End Date | The date an employee completed the education and/or training. Example: 1999-06-30 | IT-0022 | DimEducation |
| Education Level | The education level received at the institution. Example: AA Degree | IT-0022 | DimEducation |
| Education Level Code | The numeric code for Education Level . Example: 05 | IT-0022 | DimEducation |
| Education Start Date | The date an employee started the education and/or training. Example: 1997-07-01 | IT-0022 | DimEducation |
| 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-0022 | DimEducation |

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|---|--|----------|-----------------------------|
| Employee | | | |
| ACA Status | Anticipated pay status of an employee over the next 12 months. Example: Average 130 Hrs or more per month | IT-0007 | DimEmployee |
| ACA Status Code | The code for ACA Status . Example: Y1 | IT-0007 | DimEmployee |
| 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 |
| Compressed Workweek (EE) | Designation for an alternative schedule that allows full-time employees to eliminate at least one work day every two weeks by working longer hours during the remaining days. Example: Employee Participating | IT-9106 | DimEmployee |
| Compressed Workweek Code (EE) | The code for Compressed Workweek (EE) . Example: EP | IT-9106 | 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 |
| Cost Distribution Allocation Code (EE) | Employee coding to charge payroll costs to an allocation code. (AFRS Agency Code + AFRS Allocation) Example: 3006156 | IT-0027 | DimEmployeeCostDistribution |
| Cost Distribution Cost Center Code (EE) | Employee coding to charge payroll costs to an AFRS organizational index. (AFRS Agency Code + AFRS Org Index + 000) Example: 1631111000 | IT-0027 | DimEmployeeCostDistribution |

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| Cost Distribution Cost Object Code (EE) | Employee coding to charge payroll costs to an AFRS Master Index. (AFRS Agency Code + AFRS Master Index + 0) Example: 461D51PF1E00 | IT-0027 | DimEmployeeCostDistribution |
| Cost Distribution Functional Area Code (EE) | Employee coding to charge payroll costs to an AFRS Program Index. (AFRS Agency Code + AFRS Program Index + 00000000) Example: 163A111100000000 | IT-0027 | DimEmployeeCostDistribution |
| Cost Distribution Fund (EE) | The name of the Cost Distribution Fund Code (EE) . Example: ENTERPRISE SERVICES | IT-0027 | DimEmployeeCostDistribution |
| Cost Distribution Fund Code (EE) | Employee coding to charge payroll costs to an AFRS Fund and/or Appropriation Index. (AFRS Agency Code + AFRS Fund + AFRS Appn Index + 0) Example: 1794229690 | IT-0027 | DimEmployeeCostDistribution |
| Cost Distribution Percent (EE) | Percentage of payroll costs associated with the employee cost distribution coding. Example: 100.00 | IT-0027 | DimEmployeeCostDistribution |
| Cost Distribution Project Code (EE) | Employee coding to charge payroll costs to a project. (AFRS Agency Code + AFRS Project + AFRS Sub Project + AFRS Project Phase) Example: 461A1250401 | IT-0027 | DimEmployeeCostDistribution |
| 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 |
| 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 |

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| 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 - 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 |

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| 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 |
| 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 (EE) – Actions | 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. Use with Action Measures only. Example: Officials & Administrators | IT-1610 | DimJob |

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| EEO Category Code (EE) | The code for EEO Category (EE) . Example: 41 | IT-1610 | DimJob |
| EEO Category Code (EE) - Actions | The code for EEO Category (EE) - Actions . Use with Action Measures only. 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 |
| 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 |

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| Flexitime (EE) | Approved flexible start and end times that are outside the agency's normal work hours. Example: Employee Participating | IT-9106 | DimEmployee |
| Flexitime Code (EE) | The code for Flexitime (EE) . Example: EP | IT-9106 | DimEmployee |
| Flexitime Hours From | The most frequent start time of an employee's typical flexitime work schedule. Example: 07:00:00 | IT-9106 | DimEmployee |
| Flexitime Hours To | The most frequent end time of an employee's typical flexitime work schedule. Example: 17:30:00 | IT-9106 | 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 identity can be the same or different from their Gender (Health Ins) . Example: X/Non-Binary | IT-0002 | DimEmployee |
| Hispanic Ethnicity | A person who has indicated a Hispanic/Latino ethnicity. Example: Hispanic/Latino | IT-0077 | 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 (EE) - Actions | The name of job held by an employee. Use with Action Measures only. 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 Class Abbr (EE) - Actions | The alphanumeric job class code for Job (EE) – Actions . Use with Action Measures only. Example: 119G | IT-0001 | DimJob |
| Job Code (EE) | The system assigned number given to Job (EE) . Example: 51000737 | IT-0001 | DimJob |

| Objects | Description | InfoType | Dimension |
|-------------------------------|--|----------|-------------|
| Job Code (EE) - Actions | The system assigned number given to Job (EE) – Actions . Use with Action Measures only. 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 (EE) - Actions | An agency defined group of jobs used for Affirmative Action Plan reporting; based on Job (EE) – Actions . Use with Action Measures only. 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 Abbr (EE) - Actions | An agency defined number for Job Group (EE) – Actions . Use with Action Measures only. Example: 1600-02 | IT-1001 | DimJobGroup |
| Job Group Code (EE) | The system assigned number for Job Group (EE) . Example: 80147234 | IT-1001 | DimJobGroup |
| Job Group Code (EE) - Actions | The system assigned number for Job Group (EE) – Actions . Use with Action Measures only. Example: 80147234 | IT-1001 | DimJobGroup |
| 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 (EE) | A defined location of cost incurrence; associated with an employee master data. Example: DEFAULT AGENCY 105 | IT-0027 | 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 |

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| Military Status | An employee's military service status. Example: Rtrd Vet > \$500 | 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 |
| 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 |

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|------------------------|---|----------|-------------|
| 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 |
| 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 Area (EE) | A specific agency/sub-agency in the State of Washington. Example: Western State Hospital | IT-0001 | DimEmployee |

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|--|---|----------|-------------|
| Personnel Area Code (EE) | The code for Personnel Area (EE) . Example: 3008 | IT-0001 | 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 |
| 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 |

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| 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 |
| Telework (EE) | Working from home or other alternative locations through the use of technology. Note: Records with invalid Start Time or End Time in HCM will not display in WWA. Example: Employee Participating | IT-9106 | DimEmployee |
| Telework Code (EE) | The code for Telework (EE) . Note: Records with invalid Start Time or End Time in HCM will not display in WWA. Example: EP | IT-9106 | DimEmployee |
| Time Administrator | Agency designated group of employees related to Time and Attendance units. Example: Forecasting | IT-0001 | DimEmployee |
| Time Administrator Code | The code for Time Administrator . Example: 006 | 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 |
| UFI Address Line 1 (EE) | Address line 1 for an employee's alternative work location. Example: 16201 E INDIANA AVE | IT-9105 | DimEmployee |

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|------------------------------|--|---------------------|-------------|
| UFI Address Line 2 (EE) | Address line 2 for an employee's alternative work location. Example: SUITE 5600 | IT-9105 | DimEmployee |
| UFI City (EE) | The city of an employee's alternative work location address. Example: SPOKANE VALLEY | IT-9105 | DimEmployee |
| UFI Code (EE) | The Unique Facility Identifier (UFI) assigned to an employee's alternative work location, as listed in the state's Facilities Inventory maintained by the Office of Financial Management. Example: A04458 | IT-9105 | DimEmployee |
| UFI Country (EE) | The country in which an employee's alternative work address is located. Example: US | IT-9105 | DimEmployee |
| UFI County (EE) | The county in which an employee's alternative work address is located. Example: SPOKANE | IT-9105 | DimEmployee |
| UFI Homebased Indicator (EE) | An indicator if an employee's alternative work location is homebased. Example: X | IT-9105 | DimEmployee |
| UFI State (EE) | The state for an employee's alternative work location address. Example: WA | IT-9105 | DimEmployee |
| UFI Status Code (EE) | Indicates if a UFI Code (EE) is active or inactive. Example: A | | DimEmployee |
| UFI Zip Code (EE) | The postal code for an employee's alternative work location address. Example: 99216 | IT-9105 | DimEmployee |
| UI Tax Exempt Indicator | Indicator to identify an employee's unemployment insurance tax-exempt status. Example: Y | IT-0235 | DimEmployee |
| 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 |

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| 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 |
| 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 |

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| 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 |
| Email Address | An employee's work email address. Example: Barbara.Jones@agency.wa.gov | IT-0105 | EmployeePersonalInfo |
| Emergency Contact First Name | The first name of employee's emergency contact. Example: LaTanya | IT-0021 | EmployeePersonalInfo |
| Emergency Contact Last Name | The last name of an employee's emergency contact. Example: Richardson | IT-0021 | EmployeePersonalInfo |

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| 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 |
| ID Type | The type of personal identification recorded in the Residence Status fields. Example: U.S. Driver's License w/photo | IT-0094 | EmployeePersonallInfo |
| Phone Number | An employee's home phone number. Example: 253-419-2486 | IT-0006 | EmployeePersonallInfo |
| Social Security Number | An employee's Social Security Number. Example: 123-45-6789 | IT-0002 | EmployeePersonallInfo |

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| Military | | | |
| Military End Date | The end date of an employee's military service. Example: 1994-10-31 | IT-0552 | DimMilitary |
| Military Service Days | The actual days of military service on an employee's Form DD 214. Example: 5 | IT-0552 | DimMilitary |
| Military Service Months | The actual months of military service on an employee's Form DD 214. Example: 4 | IT-0552 | DimMilitary |
| Military Service Type | The branch of the military in which an employee served. Example: United States Army | IT-0081 | DimMilitary |
| Military Service Type Code | The code for Military Service Type . Example: 03 | IT-0081 | DimMilitary |
| Military Service Years | The actual years of military service on an employee's Form DD 214. Example: 20 | IT-0552 | DimMilitary |
| Military Start Date | The start date of an employee's military service. Example: 1974-06-26 | IT-0552 | DimMilitary |
| 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-0552 | DimMilitary |
| Organization | | | |
| 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 |

| Objects | Description | InfoType | Dimension |
|---------------------------------|--|---------------------|-----------------|
| 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 |
| Organizational Hierarchy | | | |
| Organizational Unit L1-L20 | Hierarchy of organizational units based on the relationships in HCM, with Level 1 being the highest level in an organization. Example: 30000000 - State of Washington | | |
| Position | | | |
| Assignment Pay Indicator (POS) | Indicator used to identify positions that are eligible for assignment pay. Example: X | IT-1001 | DimPosition |
| Bkgd Check Reqd 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 |
|--|--|----------|-----------------------------|
| Compressed Workweek (POS) | Designation for whether a position's current work schedule allows full-time employees to eliminate at least one workday every two weeks by working longer hours during the remaining days. Example: Position Eligible | IT-9901 | DimPosition |
| Compressed Workweek Code (POS) | The code for Compressed Workweek (POS) . Example: PE | IT-9901 | DimPosition |
| Cost Distribution Allocation Code (POS) | Position coding to charge payroll costs to an allocation code. (AFRS Agency Code + AFRS Allocation) Example: 3006156 | IT-1018 | DimPositionCostDistribution |
| Cost Distribution Cost Center Code (POS) | Position coding to charge payroll costs to an AFRS organizational index. (AFRS Agency Code + AFRS Org Index + 000) Example: 1631111000 | IT-1018 | DimPositionCostDistribution |
| Cost Distribution Cost Object Code (POS) | Position coding to charge payroll costs to an AFRS Master Index. (AFRS Agency Code + AFRS Master Index + 0) Example: 461D51PF1E00 | IT-1018 | DimPositionCostDistribution |
| Cost Distribution Functional Area Code (POS) | Position coding to charge payroll costs to an AFRS Program Index. (AFRS Agency Code + AFRS Program Index + 00000000) Example: 163A111100000000 | IT-1018 | DimPositionCostDistribution |
| Cost Distribution Fund (POS) | The name of the Cost Distribution Fund Code (POS) . Example: ENTERPRISE SERVICES | IT-1018 | DimPositionCostDistribution |
| Cost Distribution Fund Code (POS) | Position coding to charge payroll costs to an AFRS Fund and/or Appropriation Index. (AFRS Agency Code + AFRS Fund + AFRS Appn Index + 0) Example: 1794229690 | IT-1018 | DimPositionCostDistribution |
| Cost Distribution Percent (POS) | Percentage of payroll costs associated with the position cost distribution coding. Example: 100.00 | IT-1018 | DimPositionCostDistribution |
| Cost Distribution Project Code (POS) | Position coding to charge payroll costs to a project. (AFRS Agency Code + AFRS Project + AFRS Sub Project + AFRS Project Phase) Example: 461A1250401 | IT-1018 | DimPositionCostDistribution |
| Dual Lang Indicator (POS) | Indicator used to identify positions that are eligible for dual language assignment pay. Example: X | IT-1001 | DimPosition |

| Objects | Description | InfoType | Dimension |
|-----------------------------------|---|----------|-------------|
| 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 (POS) - Actions | 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. Use with Action Measures only. Example: Officials & Administrators | IT-1610 | DimJob |
| EEO Category Code (POS) | The code EEO Category (POS) . Example: 41 | IT-1610 | DimJob |
| EEO Category Code (POS) - Actions | The code EEO Category (POS) . Use with Action Measures only. 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 |
| Flextime (POS) | Flextime allows the employee to have flexible start and end times that are outside the agency's normal work hours. Example: Position Eligible | IT-9901 | DimPosition |
| Flextime Code (POS) | The code for Flextime (POS). Example: PE | IT-9901 | DimPosition |

| Objects | Description | InfoType | Dimension |
|--------------------------------|--|----------|-------------|
| 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 (POS) - Actions | The name of job assigned to a position. Use with Action Measures only. 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 |
| Job Class Abbr (POS) - Actions | The alphanumeric job class code for Job (POS) – Actions . Use with Action Measures only. Example: 119G | IT-1000 | DimJob |
| Job Code (POS) | The system assigned number given to Job (POS) . Example: 51000737 | IT-1000 | DimJob |
| Job Code (POS) - Actions | The system assigned number given to Job (POS) – Actions . Use with Action Measures only. 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 (POS) - Actions | An agency defined group of jobs used for Affirmative Action Plan reporting; based on Job (POS) - Actions . Use with Action Measures only. 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 Abbr (POS) - Actions | An agency defined number for Job Group (EE) - Actions . Use with Action Measures only. Example: 1600-02 | IT-1001 | DimJobGroup |
| Job Group Code (POS) | The system assigned number for Job Group (EE) . Example: 80147234 | IT-1001 | DimJobGroup |

| Objects | Description | InfoType | Dimension |
|--------------------------------|---|----------|-------------|
| Job Group Code (POS) - Actions | The system assigned number for Job Group (EE) - Actions . Use with Action Measures only. 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 |
| 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 |

| Objects | Description | InfoType | Dimension |
|------------------------------|--|----------|-------------|
| 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 |
| 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 |

| Objects | Description | InfoType | Dimension |
|--|--|----------|-------------|
| Position Code | The system assigned number given to each unique position. Example: 71926805 | IT-1000 | DimPosition |
| Position Description Date | Text field describing the last date a WMS position description was updated. Example: 07/01/2010 | IT-1002 | DimPosition |
| Position Evaluation Date | Text field describing the last date a WMS position JVAC was evaluated. Example: 10/01/2016 | IT-1002 | 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 | IT-1001 | DimPosition |
| Retirement Plan Eligibility Abbr | The abbreviated name of the Retirement Plan Eligibility relationship. Example: PSERS | IT-1001 | DimPosition |
| Retirement Plan Eligibility Code | The system assigned number for the Retirement Plan Eligibility . Example: 80237311 | IT-1001 | DimPosition |
| 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 | | |

| Objects | Description | InfoType | Dimension |
|--|--|----------|-------------|
| Supervisor Multifilled Indicator – Actions | Identifies if a Supervisor Position - Actions is multifilled. Use with Action Measures only. Example: X | | |
| Supervisor Name | The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Supervisor Personnel Number . Example: JACKSON SAMUEL L | | |
| Supervisor Name - Actions | The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Supervisor Personnel Number - Actions . Use with Action Measures only. 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 Personnel Number – Actions | The supervisor’s unique Personnel Number . If the supervisor position is multifilled, this will display the lowest personnel number. Use with Action Measures only. 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 - Actions | The title of a supervisor's position derived from Supervisor Personnel Number - Actions . Use with Action Measures only. 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 Abbr - Actions | The agency assigned number (short-text) of a supervisor’s position derived from Supervisor Personnel Number - Actions . Use with Action Measures only. Example: WM01 | | DimPosition |
| Supervisor Position Code | The system assigned number given to a supervisor’s position derived from Supervisor Personnel Number . Example: 71050044 | | DimPosition |

| Objects | Description | InfoType | Dimension |
|------------------------------------|--|----------|-------------|
| Supervisor Position Code - Actions | The system assigned number given to a supervisor's position derived from Supervisor Personnel Number - Actions. Example: 71050044 | | DimPosition |
| Telework (POS) | Assessment of position for eligibility for working from home or other alternative locations through the use of technology. Example: Position Eligible | IT-9901 | DimPosition |
| Telework Code (POS) | The code for Telework (POS) . Example: PE | IT-9901 | DimPosition |
| UFI Address Line 1 (POS) | Address line 1 for a position's main work location. Example: 949 Market St | IT-1028 | DimPosition |
| UFI Address Line 2 (POS) | Address line 2 for position's main work location. Example: SUITE A | IT-1028 | DimPosition |
| UFI Address Supplemental (POS) | Supplemental information field on a position's address record, used for various information. Example: REGION 3 - HABITAT | IT-1028 | DimPosition |
| UFI City (POS) | The city of a position's main work location address. Example: TACOMA | IT-1028 | DimPosition |
| UFI Code (POS) | A position's Unique Facility Identifier (UFI) as listed in the state's Facilities Inventory maintained by the Office of Financial Management. Example: A00066 | IT-1028 | DimPosition |
| UFI Country (POS) | The country in which a position's main work address is located. Example: US | IT-1028 | DimPosition |
| UFI County (POS) | The county in which a position's main work address is located. Example: PIERCE | IT-1028 | DimPosition |
| UFI Homebased Indicator (POS) | An indicator if a position's main work location is homebased. Example: X | IT-1028 | DimPosition |
| UFI House Number (POS) | The additional "House number" field on the position's address record. Example: Bldg C | IT-1028 | DimPosition |
| UFI State (POS) | The state for a position's main work location address. Example: WA | IT-1028 | DimPosition |

| Objects | Description | InfoType | Dimension |
|--------------------------------|--|----------|-------------|
| UFI Status Code (POS) | Indicates if a UFI Code (POS) is active or inactive. Example: I | | DimPosition |
| UFI Zip Code (POS) | The postal code for a position's main work location address. Example: 98402 | IT-1028 | 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 |

| Objects | Description |
|--------------------------------|---|
| Action Date | Use with Action Measures only. |
| Action Calendar Day | DD |
| Action Calendar Month | MM |
| Action Calendar Year | YYYY |
| Action Calendar Year Month | YYYYMM |
| Action Calendar Year Month Day | YYYY-MM-DD |
| Action Calendar Year Quarter | YYYYQ |
| Action Fiscal Year | YYYY |
| Action Fiscal Year Month | YYYYMM |
| Action Fiscal Year Quarter | YYYYQ |
| Date | Do Not Use with Action Measures. |
| Calendar Day | DD |
| Calendar Month | MM |

| Objects | Description |
|-----------------------------|---|
| Calendar Year | YYYY |
| Calendar Year Month | YYYYMM |
| Calendar Year Month Day | YYYY-MM-DD |
| Calendar Year Quarter | YYYYQ |
| Employee Record Change Date | YYYY-MM-DD Only use in queries that do not contain measures. |
| Fiscal Year | YYYY |
| Fiscal Year Month | YYYYMM |
| Fiscal Year Quarter | YYYYQ |
| Universe Refresh Date | The date the data was last loaded in to the universe. Example: 7/18/2018 2:51:53 AM |
| Action Measures | |
| Number of Actions | Count of personnel Actions . |
| Salary - Annual (New) | Direct mapped from IT0008 (Basic Pay) and available only on the action date. |
| Salary - Annual (Prior) | Direct mapped from IT0008 (Basic Pay) and available only on the action date. |
| 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 . |
| | |

| Objects | Description |
|---|--|
| Date Filters | |
| Action Current Calendar Year Month | Restricts results to the Current Calendar Year Month for Actions. |
| Action Previous Calendar Year Month | Restricts results to the Previous Calendar Year Month for Actions. |
| Action Previous Calendar Year Month Day | Restricts results to the Previous Calendar Year Month Day for Actions. |
| Current Calendar Year Month | Restricts results to the Current Calendar Year Month. Do not use with Action Measures. |
| 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 . Do Not use with Action Measures. |
| 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 . Do Not use with Action Measures. |
| 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 . Do Not use with Action Measures. |
| 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 . Do Not use with Action Measures. |
| 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 . Do Not use with Action Measures. |
| 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 . Do Not use with Action Measures. |
| Previous Calendar Year Month | Restricts results to the Previous Calendar Year Month . Do Not use with Action Measures. |
| Previous Calendar Year Month Day | Restricts results to the Previous Calendar Year Month Day . Do Not use with Action Measures. |
| Filters | |
| Actions - Exclude | Restricts results to records that are not actions. Must be used in combination with any Headcount Measure, such as Age (Years), Distinct Employee Count, Present Appt (Years), Salary - Annual, Salary - Monthly, Salary - Unit Amount, Service (Anniv), Service Years (Seniority) . Do Not use with Action Measures. |

| Objects | Description |
|--------------------------------------|---|
| Branches - Executive (EE) | Restricts employee records to the Executive Branch by excluding employees with personnel areas assigned to the Judicial and Legislative Branches. |
| Branches - Executive (POS) | Restricts position records to the Executive Branch by excluding positions with personnel areas assigned to the Judicial and Legislative Branches. |
| Branches - Judicial (EE) | Restricts records to include employees with personnel areas assigned to the Judicial Branch. |
| Branches - Judicial (POS) | Restricts records to include positions with personnel areas assigned to the Judicial Branch. |
| Branches - Legislative (EE) | Restricts records to include employees with personnel areas assigned to the Legislative Branch. |
| Branches - Legislative (POS) | Restricts records to include positions with personnel areas assigned to the Legislative Branch. |
| Non-Employee Exclusion (EE) | Restricts employee records by excluding employees with non-employee personnel areas, personnel subareas, organizational units, work contracts or work-study pay areas. |
| Non-Employee Exclusion (POS) | Restricts position records by excluding positions with non-employee personnel areas, personnel subareas, organizational units, employee groups, or work-study pay areas. |
| Overtime Eligible (EE) | Restricts employee records to Employee Subgroups identified as overtime (OT) eligible. |
| Overtime Eligible (POS) | Restricts position records to Employee Subgroups identified as overtime (OT) eligible. |
| Turnover - Classification | Restricts Measure: Number of Actions to specific separation action reasons used for classification turnover analysis. This filter does not include reasons such as retirement, death, and layoff. Do not use with Headcount Measures. |
| Turnover - HR Management | Restricts Measure: Number of Actions to specific separation action reasons used for HR management and workforce planning. This filter includes reasons such as retirement, death, and layoff and is not used for class package analysis. Do not use with Headcount Measures. |
| Work Contracts - Non-Permanent | Restricts records to include non-permanent work contracts when reporting on employee headcount or actions. Does not include seasonal or intended to become permanent work contracts. |
| Work Contracts - Permanent | Restricts records to include permanent or intended to become permanent work contracts (including seasonal work contracts) when reporting on employee headcount. |
| Work Contracts - Permanent (Actions) | Restricts records to include permanent or intended to become permanent work contracts when reporting on employee actions. Seasonal work contracts are not included with permanent employee action measures. |
| Work Contracts - Seasonal | Restricts records to include seasonal work contracts when reporting on employee headcount or actions. |