

FIELD NAME	TYPE	START POS	RAW LENGTH	MASK	FORMAT	DESCRIPTION
RECORD_NAME	Char	1	8	8	Upper	Value: COMPANY
COMPANY	Char	9	3	3	Upper	Company
EFFDT	Date	12	10	10		Effective Date - YYYYMMDD
EFF_STATUS	Char	22	1	1	Upper	Status as of Effective Date
					Value	Description
					A	Active
					I	Inactive
DESCR	Char	23	30	30	Mixed	Description
DESCR_AC	Char	53	30	30	Mixed	Alternate Char Description
DESCRSHORT	Char	83	10	10	Mixed	Short Description
COUNTRY	Char	93	3	3	Upper	Country
ADDRESS1	Char	96	55	55	Mixed	Address Line 1
ADDRESS2	Char	151	55	55	Mixed	Address Line 2
ADDRESS3	Char	206	55	55	Mixed	Address Line 3
ADDRESS4	Char	261	55	55	Mixed	Address Line 4
CITY	Char	316	30	30	Mixed	City
NUM1	Char	346	6	6	Mixed	Number 1
NUM2	Char	352	4	4	Mixed	Number 2
HOUSE_TYPE	Char	356	2	2	Upper	House Type
ADDR_FIELD1	Char	358	2	2	Upper	Address Field 1
ADDR_FIELD2	Char	360	4	4	Upper	Address Field 2
ADDR_FIELD3	Char	364	4	4	Upper	Address Field 3
COUNTY	Char	368	30	30	Mixed	County
STATE	Char	398	6	6	Upper	State
POSTAL	Char	404	12	12	Custom	Postal Code
GEO_CODE	Char	416	11	11	Upper	Tax Vendor Geographical Code
IN_CITY_LIMIT	Char	427	1	1	Upper	In City Limit
FEDERAL_EIN	Nbr	428	9	9		Federal EIN
FICA_STATUS_EE	Char	437	1	1	Upper	FICA Status-Employee
					Value	Description
					E	Exempt
					M	Medicare only
					N	Subject
FICA_STATUS_ER	Char	438	1	1	Upper	FICA Status-Employer
					Value	Description
					E	Exempt
					M	Medicare only
					N	Subject
FUT_EXEMPT	Char	439	1	1	Upper	Exempt from FUT
SUT_EXEMPT	Char	440	1	1	Upper	Exempt From SUT
SDI_EXEMPT	Char	441	1	1	Upper	Employees' SDI Status
					Value	Description
					E	Exempt
					Y	Subject
GL_FWT	Char	442	35	35	Upper	U.S. GL Acct#-FWT
GL_FICA_EE_OASDI	Char	477	35	35	Upper	U.S. GL Acct#-FICA OASDI EE
GL_FICA_EE_MED	Char	512	35	35	Upper	U.S. GL Acct#-FICA Medicare EE
GL_FICA_ER_OASDI	Char	547	35	35	Upper	U.S. GL Acct#-FICA OASDI ER
GL_FICA_ER_MED	Char	582	35	35	Upper	U.S. GL Acct#-FICA Medicare ER
GL_FUT	Char	617	35	35	Upper	U.S. GL Acct#-FUT
GL_EIC	Char	652	35	35	Upper	U.S. GL Acct#-EIC
GL_NET_PAY	Char	687	35	35	Upper	GL Acct#-Net Pay

FIELD NAME	TYPE	START POS	RAW LENGTH	MASK	FORMAT	DESCRIPTION
GL_DIR_DEPOSITS	Char	722	35	35	Upper	GL Acct#- Direct Deposits
GL_FICA_EXP_OASDI	Char	757	35	35	Upper	U.S. GL Acct#-FICA OASDI Exp
GL_FICA_EXP_MED	Char	792	35	35	Upper	U.S. GL Acct#-FICA Medicare Exp
GL_FUT_EXPENSE	Char	827	35	35	Upper	U.S. GL Acct#-FUT Expense
GL_SUT_EXPENSE	Char	862	35	35	Upper	U.S. GL Acct#-SUT Expense
GL_SDI_EXPENSE	Char	897	35	35	Upper	U.S. GL Acct#-SDI Expense
GL_VDI_EXPENSE	Char	932	35	35	Upper	U.S. GL Acct#-VDI Expense
GL_LCL_EXP	Char	967	35	35	Upper	U.S. GL Acct#-Local Expense
PAYGROUP	Char	1002	3	3	Upper	Pay Group
DFLT_ERN_PROGRAM	Char	1005	3	3	Upper	Default Earnings Program
TERMEE_PR_STOPDAYS	Nbr	1008	2	2		Term. EEs - PR Activity Days
PAYSHEET_LINES	Nbr	1010	3	3		Lines on Paysheet
TAX_REPORT_TYPE	Char	1013	1	1	Upper	Tax Report Type
					Value	Description
					2	W-2 or Territories
					N	None
					P	W-2PR
					R	1099R
COMMON_PAY_ID	Char	1014	3	3	Upper	Common Paymaster ID
COMMON_OTH_ID	Char	1017	3	3	Upper	Other Common ID
DED_PRIORITY_FED	Nbr	1020	3	3		Federal Tax Deduction Priority
DED_PRIORITY_STATE	Nbr	1023	3	3		State Tax Deductn Priority
FED_RSRV_BANK_ID	Char	1026	10	10	Upper	Federal Reserve Bank ID
FED_RSRV_BANK_DIST	Nbr	1036	3	3		Federal Reserve Bank District
FLSA_REQUIRED	Char	1039	1	1	Upper	FLSA Required
FLSA_RULE	Char	1040	1	1	Upper	FLSA Rule
					Value	Description
					F	Always use FLSA Prem.
					H	FLSA Prem. > Contractual Prem.
					N	No FLSA
COMP_POINTS_VALUE	Nbr	1041	19	12.6		Points Value
CURRENCY_CD	Char	1060	3	3	Upper	Currency Code
TIPS_ESTBLSH_FLD	Char	1063	2	2	Upper	Tip Establishment Field
					Value	Description
					JB	Job Business Unit
					JC	Job Company
					JD	Job Dept ID
					JL	Job Location
					PB	Pay Earnings Bus Unit
					PC	Pay Earnings Company
					PD	Pay Earnings DeptID
MIN_TIPS_PCT	Nbr	1065	9	3.5		Minimum Tips Percent
TIPS_ALLOC_METH	Char	1074	1	1	Upper	Tips Allocation Method
					Value	Description
					F	Good Faith (Custom)
					H	Hours Worked
					R	Gross Receipts
ERNCD_TIPS_ALLOC	Char	1075	3	3	Upper	Tips Allocation Earnings Code
TIPS_DELAY_WTHLD	Char	1078	1	1	Upper	Delay Withholding of Taxes
TIPS_ADJUST	Char	1079	1	1	Upper	Adjust to Minimum Wage
ERNCD_TIPS_ADJUST	Char	1080	3	3	Upper	Min Wage Adjustment Earns Code
ERNCD_TIPS_CRED	Char	1083	3	3	Upper	Tip Credit Earnings Code

FIELD NAME	TYPE	START POS	RAW LENGTH	MASK	FORMAT	DESCRIPTION
EEO_COMPANY_CD	Char	1086	7	7	Upper	EEO Company Code
COUNTRY_OTHER	Char	1093	3	3	Upper	Country - Other
ADDRESS1_OTHER	Char	1096	55	55	Mixed	Address Line 1
ADDRESS2_OTHER	Char	1151	55	55	Mixed	Address Line 2
ADDRESS3_OTHER	Char	1206	55	55	Mixed	Address Line 3
ADDRESS4_OTHER	Char	1261	55	55	Mixed	Address Line 4
CITY_OTHER	Char	1316	30	30	Mixed	City - Other
COUNTY_OTHER	Char	1346	30	30	Mixed	County - Other
STATE_OTHER	Char	1376	6	6	Upper	State - Other
POSTAL_OTHER	Char	1382	12	12	Custom	Postal Code - Other
NUM1_OTHER	Char	1394	6	6	Mixed	Number 1 Other
NUM2_OTHER	Char	1400	4	4	Mixed	Number 2 Other
HOUSE_TYPE_OTHER	Char	1404	2	2	Upper	House Type Other
ADDR_FIELD1_OTHER	Char	1406	2	2	Upper	Address Field 1
ADDR_FIELD2_OTHER	Char	1408	4	4	Upper	Address Field 2
ADDR_FIELD3_OTHER	Char	1412	4	4	Upper	Address Field 3
IN_CITY_LMT_OTHER	Char	1416	1	1	Upper	In City Limit Other
GEO_CODE_OTHER	Char	1417	11	11	Upper	Geo Code Other
FACT_AGE_BEL	Sign	1428	12	3.7-		Factor Age
FACT_CORRECT_BEL	Sign	1440	12	3.7-		Correction Factor
FACT_SERVT_BEL	Sign	1452	12	3.7-		Factor Seniority
FACT_YEAR_BASE_BEL	Sign	1464	12	3.7-		Factor Yearly Base
HY_FACT_BEL	Nbr	1476	11	3.6-		Hour/Year Factor
RIZIV_NUM_BEL	Char	1487	10	10	Mixed	RIZIV #
TERM_CORRECT_BEL	Sign	1497	5	2.1-		Number of Months to Reduce
WY_FACT_BEL	Nbr	1502	11	3.7		Week/Year Factor
MY_FACT_BEL	Nbr	1513	12	4.7		Month/Year factor
YY_FACT_BEL	Nbr	1525	11	3.7		Year/Year Factor
RSZ_GEOCD_BEL	Char	1536	10	10	Mixed	Geographical Location for NOSS
RSZ_EMPLR_BEL	Char	1546	20	20	Mixed	Natl Office for Social Sec
RVP_NUM_BEL	Char	1566	10	10	Mixed	Federal Pension Institute
DOSZ_NUM_BEL	Char	1576	10	10	Mixed	Overseas Soc Ins Inst
NIS_NUM_BEL	Char	1586	25	25	Mixed	Statistics Institute
TRADE_NAME_BEL	Char	1611	35	35	Mixed	Company Trade Name
TRADE_REG_BEL	Char	1646	30	30	Mixed	Registration for Trade
LEGAL_APPR_BEL	Char	1676	2	2	Upper	Legal Entity
SALARY_LIMIT_BEL	Char	1678	1	1	Upper	Salary Limit
IND_COMMITTEE_BEL	Char	1679	3	3	Mixed	Industrial Committee
NACE_CD_BEL	Char	1682	10	10	Mixed	NACE Code
OFFICIAL_LANG	Char	1692	3	3	Upper	Official Language
CLAEYS_SAL_LMT_BEL	Nbr	1695	19	12.6		Claeys Salary Limit
WCB_FIRM_NBR	Char	1714	10	10	Upper	WCB Firm Number
WCB_RATE_NBR	Char	1724	10	10	Upper	WCB Rate Number
ACCDNT_INS_NBR_CHE	Char	1734	15	15	Upper	Accident Insurance Number
COMP_AHV_CHE	Char	1749	6	6	Upper	AHV Number
TRADE_REG_NBR_CHE	Char	1755	16	16	Custom	Trade Registry Number
WRKS_CNCL_REQ_GER	Char	1771	1	1	Upper	Works Council Admin Required
MED_CHKUP_REQ	Char	1772	1	1	Upper	Medical Checkup Required
ACCIDENT_INS	Char	1773	3	3	Upper	Accident Insurance
SI_ACCIDENT_NUM	Char	1776	15	15	Upper	Social Insurance Accident #
OECD_REQ	Char	1791	1	1	Upper	OECD Permission Required
TAX_UNIT	Char	1792	6	6	Upper	Tax Unit
SIREN_CD_FRA	Char	1798	9	9	Upper	SIREN Code
CHECK_DIGIT	Char	1807	2	2	Custom	Check Digit
APE_INDRSTRY_CD_FRA	Char	1809	4	4	Upper	APE Code
BANK_CD	Char	1813	11	11	Custom	Bank ID

FIELD NAME	TYPE	START POS	RAW LENGTH	MASK	FORMAT	DESCRIPTION	KEY
RECORD_NAME	Char	1	8	8	Upper	Value: DEDUCTIN	
PLAN_TYPE	Char	9	2	2	Upper	Plan Type	K
					Value	Description	
					0	General Deduction	
					10	Medical	
					11	Dental	
					14	Vision	
					1Y	Dental - Dependents	
					1Z	Medical - Dependents	
					20	Life	
					21	Supplemental Life	
					25	Dependent Life	
					27	Supplemental Life - 1st 20000	
					2X	Supp Life > \$50,000	
					30	Short-Term Disability	
					47	Nonelective Contributions	
					48	Employer Only	
					49	Section 457	
					4Y	OPERS	
					4Z	Administrative Fee	
					50	Sick	
					51	Vacation	
					60	Flex Spending Health - U.S.	
					61	Flex Spending Dependent Care	
					70	PERS	
					7Y	PERS 3	
					7Z	PERS 2	
					82	Pension Plan 1 - U.S.	
DEDCD	Char	11	6	6	Upper	Deduction Code	K
EFFDT	Date	17	10	10		Effective Date - YYYYMMDD	K
DESCR	Char	27	30	30	Mixed	Description	
DESCRSHORT	Char	57	10	10	Mixed	Short Description	
DED_PRIORITY	Nbr	67	3	3		Deduction Priority	
SPCL_PROCESS	Char	70	1	1	Upper	Special Process	
					Value	Description	
					B	Bond	
					G	Garnishment	
					U	Union Dues	
MAX_PAYBACK	Char	71	1	1	Upper	Maximum Arrears Payback	
					Value	Description	
					F	Factor x Regular Deduction	
					N	No Maximum	
					Y	Flat Maximum for Payback	
MAX_ARREARS_PAYBK	Nbr	72	11	8,2		Maximum Arrears Payback	
MAX_ARREARS_FACTOR	Nbr	83	4	1,2		Max Payback - Factor x Reg Ded	
GVT_DIST_DEST	Char	87	1	1	Upper	Distribution Destinations	
GVT_REPORTING_CD	Char	88	2	2	Upper	Reporting Code	
GVT_TIME_SENSITIVE	Char	90	1	1	Upper	Time Sensitive	
PERMANENCY_NLD	Char	91	1	1	Upper	Permanent/Incidental	
					Value	Description	
					B	Both	
					I	Incidental	
					P	Permanent	

FIELD NAME	TYPE	START POS	RAW LENGTH	MASK	FORMAT	DESCRIPTION	KEY
TAX_CLASS_NLD	Char	92	1	1	Upper	Tax Class	
					Value	Description	
					1	Wage Tax and Social Security	
					2	Wage Tax, No Social Security	
					3	No Wage Tax, Social Security	
					4	No Wage Tax, No Social Security	
UNION_CD	Char	93	3	3	Upper	Union Code	
FILLER	Char	96	1942			Spaces	
		Total Length	2037				

FIELD NAME	TYPE	START POS	RAW LENGTH	MASK	FORMAT	DESCRIPTION	KEY
RECORD_NAME	Char	1	8	8	Upper	Value: EARNINGS	
ERNCD	Char	9	3	3	Upper	Earnings Code	K
EFFDT	Date	12	10	10		Effective Date - YYYYMMDD	K
EFF_STATUS	Char	22	1	1	Upper	Status as of Effective Date	
					Value	Description	
					A	Active	
					I	Inactive	
DESCR	Char	23	30	30	Mixed	Description	
DESCRSHORT	Char	53	10	10	Mixed	Short Description	
ERN_SEQUENCE	Nbr	63	3	3		Earnings Calculation Sequence	
MAINTAIN_BALANCES	Char	66	1	1	Upper	Maintain Earnings Balances	
BUDGET_EFFECT	Char	67	1	1	Upper	Budget Effect	
					Value	Description	
					N	Nonproductive	
					O	Overtime	
					R	Regular	
					X	No Effect	
ALLOW_EMPLTYPE	Char	68	1	1	Upper	Allowable Employee Types	
					Value	Description	
					A	All Types Allowable	
					H	Hourly and Exception Hourly	
					S	Salaried	
PAYMENT_TYPE	Char	69	1	1	Upper	Payment Type	
					Value	Description	
					A	Amounts Only	
					B	Both Hours and Amount OK	
					E	Either Hours or Amount OK	
					F	Flat Amount	
					H	Hours Only	
					S	Defined by Salary System	
					U	Unit/Override Rate	
HRLY_RT_MAXIMUM	Nbr	70	19	12.6		Maximum Hourly Rate	
PERUNIT_OVR_RT	Nbr	89	19	12.6		Unit/Override Rate	
EARN_FLAT_AMT	Nbr	108	11	8.2		Flat Amount	
ADD_GROSS	Char	119	1	1	Upper	Add to Gross Pay	
SUBJECT_FWT	Char	120	1	1	Upper	Subject to FWT	
SUBJECT_FICA	Char	121	1	1	Upper	Subject to FICA	
SUBJECT_FUT	Char	122	1	1	Upper	Subject to FUT	
SUBJECT_CIT	Char	123	1	1	Upper	Subject to CIT	
SUBJECT_CUI	Char	124	1	1	Upper	Subject EI Earn	
SUBJECT_CUI_HOURS	Char	125	1	1	Upper	Subject EI Hrs	
SUBJECT_CPP	Char	126	1	1	Upper	Subject to CPP	
SUBJECT_QIT	Char	127	1	1	Upper	Subject to QIT	
SUBJECT_QPP	Char	128	1	1	Upper	Subject to QPP	
SUBJECT_TRUE_T4GRS	Char	129	1	1	Upper	Subject True T4	
SUBJECT_TRUE_RVGRS	Char	130	1	1	Upper	Subject True RL	
SUBJECT_PAY_TAX	Char	131	1	1	Upper	Subject to Payroll Tax	
SUBJECT_REG	Char	132	1	1	Upper	Subject to Regular Rate	
WITHHOLD_FWT	Char	133	1	1	Upper	Withhold FWT	
HRS_ONLY	Char	134	1	1	Upper	Hours Only	
SHIFT_DIFF_ELIG	Char	135	1	1	Upper	Elig. for Shift Differential	
TAX_GRS_COMPNT	Char	136	5	5	Upper	Taxable Gross Component ID	

FIELD NAME	TYPE	START POS	RAW LENGTH	MASK	FORMAT	DESCRIPTION	KEY
SPEC_CALC_RTN	Char	141	1	1	Upper	Special Calculation Routine	
FACTOR_MULT	Sign	142	11	5.4-		Multiplication Factor	
FACTOR_RATE_ADJ	Sign	153	11	5.4-		Rate Adjustment Factor	
FACTOR_HRS_ADJ	Sign	164	11	5.4-		Hours Adjustment Factor	
FACTOR_ERN_ADJ	Sign	175	11	5.4-		Earnings Adjustment Factor	
GL_EXPENSE	Char	186	35	35	Upper	GL Account #-Expense	
SUBTRACT_EARNS	Char	221	1	1	Upper	Subtract from this Draw	
DEDCD_PAYBACK	Char	222	6	6	Upper	Payback Deduction Code	
TAX_METHOD	Char	228	1	1	Upper	Tax Method	
					Value	Description	
					A	Annualized	
					B	Bonus	
					C	Cumulative	
					G	Aggregate	
					L	Lump Sum	
					M	Commission	
					P	Specified on Paysheet	
					S	Supplemental	
					X	Special Supplemental	
EARN_YTD_MAX	Nbr	229	11	8.2		Maximum Yearly Earnings	
BASED_ON_TYPE	Char	240	1	1	Upper	Based on Type	
					Value	Description	
					A	Special Accumulator	
					N	Not Based On Another Earnings	
					S	Single Earnings	
BASED_ON_ERNCD	Char	241	3	3	Upper	Based On Single Earnings Code	
BASED_ON_ACC_ERNCD	Char	244	3	3	Upper	Special Accumulator Code	
AMT_OR_HOURS	Char	247	1	1	Upper	Based On Amount or Hours	
					Value	Description	
					E	Amount	
					H	Hours	
					N	None	
ELIG_FOR_RETROPAY	Char	248	1	1	Upper	Eligible for Retro Pay	
USED_TO_PAY_RETRO	Char	249	1	1	Upper	Used to Pay Retro	
EFFECT_ON_FLSA	Char	250	1	1	Upper	Effect on FLSA	
					Value	Description	
					A	Amounts Only	
					B	Both Hours and Amount	
					H	Hours Only	
					N	None	
FLSA_CATEGORY	Char	251	1	1	Upper	Category for FLSA	
					Value	Description	
					O	Overtime	
					R	Regular	
					X	Excluded	
REG_PAY_INCLUDED	Char	252	1	1	Upper	Regular Pay Included?	
TIPS_CATEGORY	Char	253	1	1	Upper	Tips Category	
					Value	Description	
					A	Tip Allocation	
					C	Tip Credit	
					N	Not Tips	

FIELD NAME	TYPE	START POS	RAW LENGTH	MASK	FORMAT	DESCRIPTION	KEY
					R	Reported Tips	
					S	Other Sys Calc'd Tips	
ADD_DE	Char	254	1	1	Upper	Subject to Garnishments	
SUBJECT_T4A	Char	255	1	1	Upper	Subject to T4A	
SUBJECT_RV2	Char	256	1	1	Upper	Subject to RL-2	
GVT_BENEFITS_RATE	Char	257	1	1	Upper	Adds to FEGLI Base Rate	
GVT_CPDF_ERNCD	Char	258	1	1	Upper	CPDF Earnings Report Type	
GVT_OTH_PAY	Char	259	1	1	Upper	Adds to Other Pay	
GVT_PAY_CAP	Char	260	1	1	Upper	Adds to Pay Cap Calculations	
GVT_PREM_PAY	Char	261	1	1	Upper	Adds to Premium Pay	
GVT_OT_PAY_IND	Char	262	1	1	Upper	Federal Overtime Indicator	
GVT_ADD_TO_SF50_52	Char	263	1	1	Upper	Add to Other Pay on SF50/52	
GVT_INCLUDE_LOC	Char	264	1	1	Upper	Include Locality Adjustment	
GVT_IRR_REPORTABLE	Char	265	1	1	Upper	IRR Reporting Settings	
GVT_IRR_LWOP	Char	266	1	1	Upper	Leave Without Pay	
GVT_SF113A_LUMPSUM	Char	267	1	1	Upper	Adds to SF113A Lump Sum Pymnts	
GVT_SF113A_WAGES	Char	268	1	1	Upper	Adds to SF113A Wages	
GVT_FEFFLA	Char	269	1	1	Upper	FEFFLA Flag	
GVT FMLA	Char	270	1	1	Upper	FMLA Flag	
GVT_LV_EARN_TYPE	Char	271	1	1	Upper	Leave Earnings Type	
INCOME_CD_1042	Char	272	2	2	Upper	Income Code (for 1042-S)	
					Value	Description	
						12 Royalties	
						15 Scholarship/Fellowship Grants	
						16 Independent Personal Services	
						17 Dependent Personal Services	
						18 Teaching	
						19 Studying and Training	
						50 Other Income	
PERMANENCY_NLD	Char	274	1	1	Upper	Permanent/Incidental	
					Value	Description	
					B	Both	
					I	Incidental	
					P	Permanent	
TAX_CLASS_NLD	Char	275	1	1	Upper	Tax Class	
					Value	Description	
						1 Wage Tax and Social Security	
						2 Wage Tax, No Social Security	
						3 No Wage Tax, Social Security	
						4 No Wage Tax, No Social Security	
HRS_DIST_SW	Char	276	1	1	Upper	Hours Distribution	
HP_ADMINSTIP_FLAG	Char	277	1	1	Upper	Administrative Stipend Flag	
FILLER	Char	278	1760			Spaces	
		Total Length	2037				

PEOPLESOFT							LEGACY						
FIELD NAME	TYPE	START POS	RAW LENGTH	MASK	FORMAT	DESCRIPTION	KEY	TABLE	FIELD	TYPE	LENG	CONVERSION RULE	ISSUES / Comments
RECORD_NAME	Char	1	8	8	Upper	Value: JOBCODE							
SETID	Char	9	5	5	Upper	SetID	K					00000	
JOBCODE	Char	14	6	6	Upper	Job Code	K	OPMCS	CSXX-C-CLASS	A	5	We are not filling field to 6 characters	We are to convert both CLASSIFIED and UNCLASSIFIED
EFFDT	Date	20	10	10		Effective Date - YYYYMMDD	K	OPMCS	CSXX-C-ACTIVE-STATUS CSXX-D-INACTIVE	Alpha Num	1 8	LEGACY: IF JOBCODE = 'A' /* Active */ EFFDT = '01-JAN-1951' ELSE Inactive IF CLASSIFIED EFFDT = CSXX-D-INACTIVE EFFDT = (Unclassified Inactive Date) END-IF PeopleSoft:	Instead of EFFDT of 1/1/1951 for all Job Codes, use date in CSXX-D-ADOPTION field
EFF_STATUS	Char	30	1	1	Upper	Status as of Effective Date		OPMCS	CSXX-C-ACTIVE-STATUS CSXX-D-INACTIVE	Alpha Numeric	1 8	If CSXX-C-ACTIVE-STATUS = A, Class is ACTIVE If CSXX-C-ACTIVE-STATUS = B, Class is ABOLISHED If CSXX-C-ACTIVE-STATUS = C, Class is BEING CREATED If CSXX-C-ACTIVE-STATUS = R, Class is IN REVISION Treat statuses C and R like A.	If CSXX-C-ACTIVE-STATUS = A, C, or R then A (Active) If CSXX-C-ACTIVE-STATUS = B then I (Inactive)
						Value							
						A							
						I							
												00000	0
DESCR	Char	31	30	30	Mixed	Description		OPMCS	CSXX-X-TITLE	A	65	IF blank, pulltitle from OPMCSCT.CSCT-X-CLASS-TITLE	
DESCRSHORT	Char	61	10	10	Mixed	Short Description		OPMCS				1st 10 characters of Description	
JOB_FUNCTION	Char	71	3	3	Upper	Job Function Code		OPMCS	CSXX-CLASS	Alpha	5	If Status = ACTIVE and If CLASSIFIED (first character of job code will be alpha) 1st three characters of CSXX-CLASS. Else leave blank	
SETID_SALARY	Char	74	5	5	Upper	Salary SetID						00000	

PEOPLESFT						LEGACY						CONVERSION RULE	ISSUES / Comments	
FIELD NAME	TYPE	START POS	RAW LENGTH	MASK	FORMAT	DESCRIPTION	KEY	TABLE	FIELD	TYPE	LENG			
SAL_ADMIN_PLAN	Char	79	4	4	Upper	Salary Administration Plan		OPMCS	CSXX-C-SALARY-SCHEDULE	Alpha Numeric	1	If Job Code = G10A Salary Admin Plan = DPSC or If Job Code = G50A, G50B, G50D, G51A, G51B, G52C, G52D, G53A, G53B, G54A, G54B, G55A, G55B, G55C Salary Admin Plan = STAT Else If Schedule = Z Salary Admin Plan = CLAS If Schedule = S Salary Admin Plan = STAT		
GRADE	Char	83	3	3	Upper	Salary Grade						If SAL_ADMIN_PLAN = CLAS, accept the value in CSXX-C-PAY-BAND. If SAL_ADMIN_PLAN = DPSC, set GRADE to COM. If SAL_ADMIN_PLAN = DPSP, and Job Code = G50C, G52A or G53C, set GRADE to PTL. If SAL_ADMIN_PLAN = DPSP and Job Code = G52B or G53D, set GRADE to PT	8/5/03 - lbt - This field is not being populated.	
STEP	Nbr	86	2	2		Step								
MANAGER_LEVEL	Char	88	2	2	Upper	Manager Level						8 (Other)		
						Description								
						0 Chief Operating Officer								
						1 Director								
						2 Senior Officer								
						3 Vice President						M		
						4 Senior Manager								
						5 Mid-Level Manager		OPMCS	CSXX-CLASS	a	5			
						6 First-Line Manager		OPMCS	CSXX-Q-KH-POINT	NUMER	4			
						7 Supervisor		OPMCS	CSXX-Q-AC-POINTS	NUMER	4			
						8 All Other Positions		OPMCS	CSXX-Q-PS-POINTS	NUMER	4			
						9 Non-Manager								
SURVEY_SALARY	Nbr	90	8	8		Survey Salary								8/5/03 - lbt - This field is not being populated.
SURVEY_JOB_CODE	Char	98	8	8	Upper	Salary Survey Job Code								8/5/03 - lbt - This field is not being populated.
UNION_CD	Char	106	3	3	Upper	Union Code								8/5/03 - lbt - This field is not being populated.
RETRO_RATE	Sign	109	8	2.4-		Retroactive Rate								8/5/03 - lbt - This field is not being populated.
RETRO_PERCENT	Sign	117	8	2.4-		Retroactive Percent								8/5/03 - lbt - This field is not being populated.
CURRENCY_CD	Char	125	3	3	Upper	Currency Code						USD		8/5/03 - lbt - This field is not being populated.
STD_HOURS	Nbr	128	7	4.2		Standard Hours						40		

JOB CODE TABLE													
STD_HRS_FREQUENCY	Char	135	5	5	Upper	Standard Work Period		OPMCS	CSXX-C-EEO- OOC-CAT	NUMERIC	1	W	
COMP_FREQUENCY	Char	140	5	5	Upper	Compensation Frequency						M	
WORKERS_COMP_CD	Char	145	4	4	Upper	Workers' Comp Code							8/5/03 - lbt - This field is not
JOB_FAMILY	Char	149	6	6	Upper	Job Family		OPMCS	CSXX-CLASS	A	5	If Status = ACTIVE and If CLASSIFIED (first character of job code will be alpha) 1st three characters of CSXX-CLASS. Else blank	
JOB_KNOWHOW_POINTS	Nbr	155	5	5		Knowhow-Points		OPMCS	CSXX-Q-KH- POINT	NUMERIC	4		
JOB_ACCNTAB_POINTS	Nbr	160	5	5		Accountability-Points		OPMCS	CSXX-Q-AC- POINTS	NUMERIC	4		
JOB_PROBSLV_POINTS	Nbr	165	5	5		Problem-Solving- Points		OPMCS	CSXX-Q-PS- POINTS	NUMERIC	4		
JOB_POINTS_TOTAL	Nbr	170	5	5		Total Points							Process to calculate numbers should be invoked
JOB_KNOWHOW_PCT	Nbr	175	5	3.1		Knowhow-Percent							Process to calculate numbers should be invoked
JOB_ACCNTAB_PCT	Nbr	180	5	3.1		Accountability- Percent							Process to calculate numbers should be invoked
JOB_PROBSLV_PCT	Nbr	185	5	3.1		Problem-Solving- Percent							Process to calculate numbers should be invoked
REG_TEMP	Char	190	1	1	Upper	Regular/Temporary							8/5/03 - lbt - This field is not being populated at Job Code. It is being indicated at Position_Data
					Value	Description							
					E	Seasonal Employee							
					P	Projects							
					R	Regular							
					S	Student Employee							
					T	Temporary							
DIRECTLY_TIPPED	Char	191	1	1	Upper	Tipped						If Job Code = '3096', '3097', '3099', '6526', '6527', '6528', '6529', '6530', '6553', '6554', '6555', or '6556' then 'D' OR, If Job Code = '3024', '3025', '3046', '3048', '3053', '3069', '3082', '3083', '3089', '3090', '3091', '3094', '3098', '3113', '3	
					Value	Description							
					D	Directly Tipped							
					I	Indirectly Tipped							
					N	Not Tipped							
MED_CHKUP_REQ	Char	192	1	1	Upper	Medical Checkup Required							8/5/03 - lbt - This field is not being populated.

PEOPLESFT							LEGACY						
FIELD NAME	TYPE	START POS	RAW LENGTH	MASK	FORMAT	DESCRIPTION	KEY	TABLE	FIELD	TYPE	LENG	CONVERSION RULE	ISSUES / Comments
FLSA_STATUS	Char	193	1	1	Upper	FLSA Status						Nonexempt	8/25/03 - lbt - The default is being used because FLSA Status is being indicated at Job Data for the employee
EEO1CODE	Char	194	1	1	Upper	EEO-1 Job Category						No EEO-1 Reporting	
EEO4CODE	Char	195	1	1	Upper	EEO-4 Job Category		OPMCS	CSXX-C-EEO- OOC-CAT	NUMER	1	OPMCS VALUES match PeopleSoft values.	
EEO5CODE	Char	196	2	2	Upper	EEO-5 Job Category						No EEO-5 Reporting	
EEO6CODE	Char	198	1	1	Upper	EEO-6 Job Category						No EEO-6 Reporting	
EEO_JOB_GROUP	Char	199	4	4	Upper	EEO Job Group							8/5/03 - lbt - This field is not being populated.
US_SOC_CD	Char	203	6	6	Upper	Standard Occupational Classif							8/5/03 - lbt - This field is not being populated.
IPEDSSCODE	Char	209	1	1	Upper	IPEDS-S Job Category							8/5/03 - lbt - This field is not being populated.
CAN_PAYEQ_JOB_CLS	Char	210	3	3	Upper	Canadian Pay Equity Job Class							8/5/03 - lbt - This field is not being populated.
CAN_NOC_CD	Char	213	4	4	Upper	National Occupational Classif						default being used	8/5/03 - lbt - This field is not being populated.
SEASONAL	Char	217	1	1	Upper	Seasonal							8/5/03 - lbt - This field is not being populated.
BPS_ACTIVITY_CD	Char	218	6	6	Upper	BPS Activity							8/5/03 - lbt - This field is not being populated.
FUNCTION_CD	Char	224	2	2	Upper	Function Code							8/5/03 - lbt - This field is not being populated.
BA_CD	Char	226	3	3	Upper	BA Code							8/5/03 - lbt - This field is not being populated.
TECHNICAL	Char	229	1	1	Upper	Technical							8/5/03 - lbt - This field is not being populated.
MED_SURV_REQ	Char	230	1	1	Upper	Medical Surveillance Required							8/5/03 - lbt - This field is not being populated.
EMP_CATEGRY_FRA	Char	231	3	3	Upper	Employee Category							8/5/03 - lbt - This field is not being populated.
ACTIVITY_TYPE_FRA	Char	234	3	3	Upper	Activity Type							8/5/03 - lbt - This field is not being populated.
INSEE_CD_FRA	Char	237	4	4	Upper	INSEE Code							8/5/03 - lbt - This field is not being populated.
JOB_CTG_FRA_CD	Char	241	2	2	Upper	Job Category Code							8/5/03 - lbt - This field is not being populated.
UK_SOC_CD	Char	243	2	2	Upper	Standard Occupational Classif							8/5/03 - lbt - This field is not being populated.
GVT_PAY_PLAN	Char	245	2	2	Upper	Pay Plan							8/5/03 - lbt - This field is not being populated.
GVT_OCC_SERIES	Char	247	4	4	Upper	Occupational Series							8/5/03 - lbt - This field is not being populated.
TRN_PROGRAM	Char	251	6	6	Upper	Training Program							8/5/03 - lbt - This field is not being populated.
COMPANY	Char	257	3	3	Upper	Company							8/5/03 - lbt - This field is not being populated.
GVT_FUNC_CLASS	Char	260	2	2	Upper	Functional Class							8/5/03 - lbt - This field is not being populated.
GVT_POSN_TITLE_CD	Char	262	4	4	Upper	Official Posn Title Code							8/5/03 - lbt - This field is not being populated.

PEOPLESFT						LEGACY							ISSUES / Comments
FIELD NAME	TYPE	START POS	RAW LENGTH	MASK	FORMAT	DESCRIPTION	KEY	TABLE	FIELD	TYPE	LENG	CONVERSION RULE	
GVT_OFFICIAL_DESCR	Char	266	70	70	Mixed	Official Position Title							8/5/03 - lbt - This field is not being populated.
GVT_ORG_TTL_CD	Char	336	4	4	Upper	Organization Posn Title Cd							8/5/03 - lbt - This field is not being populated.
GVT_ORG_TTL_DESCR	Char	340	70	70	Mixed	Organization Position Title							8/5/03 - lbt - This field is not being populated.
GVT_PAY_BASIS	Char	410	2	2	Upper	Pay Basis							8/5/03 - lbt - This field is not being populated.
GVT_SUB_AGENCY	Char	412	2	2	Upper	Sub-Agency							8/5/03 - lbt - This field is not being populated.
GVT_POI	Char	414	4	4	Upper	Personnel Office ID							
GVT_PAREN_TITLE	Char	418	1	1	Upper	Parenthetical Title							
GVT_OPM_CERT_NBR	Char	419	8	8	Upper	OPM Certification Number							8/5/03 - lbt - This field is not being populated.
GVT_POSN_CLASS_STD	Char	427	254	254	Upper	Position Classification Stds							8/5/03 - lbt - This field is not being populated.
GVT_POSN_SENS_CD	Char	681	1	1	Upper	Sensitivity Code							8/5/03 - lbt - This field is not being populated.
GVT_IA_ACTIONS	Char	682	1	1	Upper	IA Actions							
GVT_EXEC_FIN_DISCL	Char	683	1	1	Upper	Executive Financial Disclosure							
GVT_EMP_FIN_INT	Char	684	1	1	Upper	Employee Financial Interests							8/5/03 - lbt - This field is not being populated.
GVT_PATCOB_CD	Char	685	1	1	Upper	PATCOB Code							8/5/03 - lbt - This field is not being populated.
GVT_CLS_STANDARD	Char	686	15	15	Upper	Classification Standard							8/5/03 - lbt - This field is not being populated.
GVT_CLASSIFIER_ID	Char	701	11	11	Upper	Classifier's ID							8/5/03 - lbt - This field is not being populated.
GVT_DT_CLASSIFIED	Date	712	10	10		Date Classified							8/5/03 - lbt - This field is not being populated.
BARG_UNIT	Char	722	4	4	Upper	Bargaining Unit							8/5/03 - lbt - This field is not being populated.
GVT_FUND_SOURCE	Char	726	1	1	Upper	Fund Source							8/5/03 - lbt - This field is not being populated.
GVT_LEO_POSITION	Char	727	1	1	Upper	LEO/Fire Position							8/5/03 - lbt - This field is not being populated.
GVT_PERF_PLAN	Char	728	8	8	Upper	Performance Plan							8/5/03 - lbt - This field is not being populated.
GVT_TARGET_GRADE	Char	736	2	2	Upper	Target Grade							
GVT_PI_UPD_IND	Char	738	1	1	Upper	pi upd ind							8/5/03 - lbt - This field is not being populated.
ENCUMBER_INDC	Char	739	1	1	Upper	Encumbrance Indicator						N	
						Value	Description						8/5/03 - lbt - This field is not being populated.
						I	Encumber Immediately						8/5/03 - lbt - This field is not being populated.
						N	No Encumbrance						8/5/03 - lbt - This field is not being populated.
						R	Encumber on Requisition						What is default value?
													8/5/03 - lbt - This field is not being populated.

PEOPLESFT						LEGACY							
FIELD NAME	TYPE	START POS	RAW LENGTH	MASK	FORMAT	DESCRIPTION	KEY	TABLE	FIELD	TYPE	LENG	CONVERSION RULE	ISSUES / Comments
POSN_MGMT_INDC	Char	740	1	1	Upper	Used by Position Mgmt?						Y	8/5/03 - lbt - This field is not being populated.
EG_ACADEMIC_RANK	Char	741	3	3	Upper	Academic Rank							8/5/03 - lbt - This field is not being populated.
EG_GROUP	Char	744	6	6	Upper	Service Calculation Group							What is default value?
HP_STATS_DUTIES	Char	750	2	2	Upper	Stats-Can Duties							What is default value?
						Value							8/5/03 - lbt - This field is not being populated.
						10	Teaching Only						8/5/03 - lbt - This field is not being populated.
						20	Teaching & Othr Responsibility						8/5/03 - lbt - This field is not being populated.
						30	Research						8/5/03 - lbt - This field is not being populated.
													8/5/03 - lbt - This field is not being populated.
HP_STATS_RPT_FLAG	Char	752	1	1	Upper	Stats-Can Report Flag							8/5/03 - lbt - This field is not being populated.
						Value	Description						8/5/03 - lbt - This field is not being populated.
						B	Both Surveys						8/5/03 - lbt - This field is not being populated.
						F	Full-Time Survey						8/5/03 - lbt - This field is not being populated.
						N	Not Applicable						8/5/03 - lbt - This field is not being populated.
						P	Part-Time Survey						8/5/03 - lbt - This field is not being populated.
ENCUMB_SAL_OPTN	Char	753	3	3	Upper	Encumber Salary Option						STP	
						Value	Description						
						COM	Sum of Default Components						
						MAX	Salary Grade Maximum						
						MID	Salary Grade Midpoint						
						MIN	Salary Grade Minimum						
						STP	Salary Step						
						USR	User Specified Amount						
ENCUMB_SAL_AMT	Sign	756	20	15.3-		Encumber Salary Amount							8/5/03 - lbt - This field is not being populated.
INAIL_CODE	Char	776	11	11	Upper	INAIL Code							8/5/03 - lbt - This field is not being populated.
ASCO_CD_AUS	Char	787	6	6	Upper	ASCO Code							8/5/03 - lbt - This field is not being populated.
PKG_TEMPLATE_ID	Char	793	10	10	Upper	Package Template ID							8/5/03 - lbt - This field is not being populated.

PEOPLESFT						LEGACY							
FIELD NAME	TYPE	START POS	RAW LENGTH	MASK	FORMAT	DESCRIPTION	KEY	TABLE	FIELD	TYPE	LENG	CONVERSION RULE	ISSUES / Comments
PKG_RULE_ID	Char	803	10	10	Upper	Package Rule ID							8/5/03 - lbt - This field is not being populated.
FUNCTION_AUS	Char	813	1	1	Upper	Job Function							8/5/03 - lbt - This field is not being populated.
ANN_CONTACT_HRS_AUS	Nbr	814	7	4.2		Annual Contact Hours							8/5/03 - lbt - This field is not being populated.
TEACH_WEEKS_AUS	Nbr	821	2	2		Total Weeks in Teaching Job							8/5/03 - lbt - This field is not being populated.
CASUAL_TYPE_AUS	Char	823	1	1	Upper	Type of Work Performed							8/5/03 - lbt - This field is not being populated.
WORK_DAY_HOURS	Nbr	824	7	4.2		Number of Hours in a Work Day					8		
FA_PAY_PROGRAM	Char	831	3	3	Upper	Festive Advance Pay Program							8/5/03 - lbt - This field is not being populated.
ELECTION_GROUP	Char	834	5	5	Upper	Election Group							8/5/03 - lbt - This field is not being populated.
LABOR_AGREEMENT	Char	839	6	6	Upper	Labor Agreement							8/5/03 - lbt - This field is not being populated.
FP_PROF_CATG	Char	845	3	3	Upper	Labor Agreement Category							8/5/03 - lbt - This field is not being populated.
FP_JOB_FMLY	Char	848	4	4	Upper	CS Job Code							8/5/03 - lbt - This field is not being populated.
FP_OFF_COLAG	Char	852	1	1	Upper	Job Outside Coll Lbor Agrment						default being used	What is default value?
FP_MATRIX_TYP	Char	853	3	3	Upper	Salary Grade Table Type							8/5/03 - lbt - This field is not being populated.
FP_MATRIX_CD	Char	856	4	4	Upper	Salary Grade Table Code							8/5/03 - lbt - This field is not being populated.
FP_BUSINESS_CD	Char	860	4	4	Upper	Occupation Code							8/5/03 - lbt - This field is not being populated.
FP_JOB_CD_ACC	Char	864	1	1	Upper	Match Competencies						default being used	What is default value?
FP_ATCH_AREA	Char	865	4	4	Upper	Attachment Sector						default being used	What is default value?
FP_JOB_TYP	Char	869	2	2	Upper	Job Type							8/5/03 - lbt - This field is not being populated.
FP_AUTO_RATFY	Char	871	1	1	Upper	Auto Hire Validation							8/5/03 - lbt - This field is not being populated.
LAST_UPDATE_DATE	Date	872	10	10		Date of last update							8/5/03 - lbt - This field is not being populated.
REG_REGION	Char	882	5	5	Upper	Regulatory Region							8/5/03 - lbt - This field is not being populated.
SAL_RANGE_MIN_RATE	Nbr	887	19	12.6		Salary Range Minimum Rate							8/5/03 - lbt - This field is not being populated.
SAL_RANGE_MID_RATE	Nbr	906	19	12.6		Salary Range Midpoint Rate							8/5/03 - lbt - This field is not being populated.
SAL_RANGE_MAX_RATE	Nbr	925	19	12.6		Salary Range Maximum Rate							8/5/03 - lbt - This field is not being populated.
SAL_RANGE_CURRENCY	Char	944	3	3	Upper	Salary Range Currency							8/5/03 - lbt - This field is not being populated.
SAL_RANGE_FREQ	Char	947	5	5	Upper	Salary Range Frequency							8/5/03 - lbt - This field is not being populated.
DESCRLONG	Long	952	254	0		Group Message							8/5/03 - lbt - This field is not being populated.
FILLER	Char	1206	832			Spaces							

FIELD NAME	TYPE	START POSITION	RAW LENGTH	MASK	FORMAT	DESCRIPTION	KEY
RECORD_NAME	Char	1	8	8	Upper	Value: STOTHTAX	
STATE	Char	9	6	6	Upper	State	K
EFFDT	Date	15	10	10		Effective Date - YYYYMMDD	K
TAX_CLASS	Char	25	1	1	Upper	Tax Balance Class	K
					A	Non-resident alien (1042)	
					B	Local - Employer and Employee	
					C	Earned Income Credit	
					D	OASDI/Disability - EE	
					E	OASDI/Disability - ER	
					F	FICA Med Hospital Ins / EE	
					G	OASDI/EE - tips	
					H	Withholding	
					J	OASDI/ER - tips	
					K	Excise	
					L	NJ Supl Workforce Admin Fund	
					M	New Jersey WDPF	
					N	New Jersey HCSF	
					P	Emergency & Municipal Servcs Tx	
					Q	FICA Med Hospital Ins / ER	
					R	Local ER	
					S	Unemployment - Special	
					T	FICA Med Hospital Ins /EE-tips	
					U	Unemployment ER	
					V	Unemployment EE	
					W	Voluntary Disability Plan EE	
					X	Voluntary Disability Plan ER	
					Z	FICA Med Hospital Ins /ER-tips	
TAX_TYPE	Char	26	1	1	Upper	Tax Calculation Type	
					G	Percent of Taxable Gross	
					N	Not Applicable	
					U	Use ER Wage for EE Tax	
TAXGR_BASE	Char	27	1	1	Upper	Tax Gross Base	
					D	Disability	
					H	Withholding	
					U	Unemployment	
TAX_RT	Nbr	28	8	0.6	Sign	Tax Rate	
MAX_GROSS	Nbr	36	8	8		Maxium Gross	
MAXIMUM_TAX	Nbr	44	8	5.2		Maxium Tax	
PERIOD_MAX	Char	52	1	1	Upper	Period Maxium	
SELF_ADJ	Char	53	1	1	Upper	Self Adjustment	
EE_ER_TAX_TYPE	Char	54	1	1	Upper	Employee/Employer Tax Type	
					B	Empl and Emplr Tax	
					E	Employee Tax Only	
					M	Memo Tax Only	
					R	Employer Tax Only	

SETUP

ST_OTH_TAX_TBL

REVISED: 02/22/2008

TIPS_DELAY_WTHLD	Char	55	1	1	Upper	Delay Withholding of Tips	
FILLER	Char	56	1982			Spaces	
		Total Length	2037				