



Guidebook

Guidebook for Research Use of PAID Data

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1. Overview of PAID Data

The Personnel and Accounting Integrated Data System (PAID) is an automated system that combines human resources, payroll, and accounting data to create a computerized personnel record. PAID data are available in SAS format in two distinct datasets called the Master File and the History File. The Master File contains human resources information while the History File contains payroll information.

2. Reason for the Creation of this Guidebook

Researchers at the VA's Health Economics Resource Center (HERC) created this guidebook to assist other researchers in their use of the PAID data. HERC researchers who used the PAID data for a nurse staffing study found limited information about the sources of the data and how to interpret the variables. This guidebook offers all of the information that the researchers learned about the History and Master Files while conducting multiple analyses of the data.

It is important to note that this guidebook was created by HERC researchers and not by employees who process PAID, human resources, or payroll information. In addition, the PAID datasets we obtained contained information on VA nursing employees only. For many variables, we have indicated that all values of the variable in the datasets we reviewed were blank or had a value of 0. Our assessment of the variable values may have been different if we had reviewed PAID data for other types of employees.

3. Resources Used to Create this Guidebook

To create this guidebook, we combined information from multiple sources including:

- a. The Basic HR Processing Records (Participant Guide) which we copied from our local HR office,
- b. The VA Manual MP-6, Part V which is an instruction manual for Human Resources staff on how to enter VA employee data into the PAID system,
- c. The WIST (Workforce Information Systems Team) PAID Coding Manual located at http://vaww4.va.gov/HRIS/PAID_Coding.asp on the VA Intranet,
- d. SAS Proc Frequency and Proc Contents output information from multiple History and Master File datasets, and
- e. Our personal experience using the PAID data.

4. When to Request PAID Data

Potential research users of the PAID data need to remember that PAID data contains payroll and human resources data that are highly confidential. Access to these data will only be granted if the investigator can clearly demonstrate a need for these data to complete a VA-approved research project. The investigator will also need to document IRB approval, that the data can be stored securely, and complete a data use agreement.

While we have only made a single request for PAID data, based on our experience and subsequent discussions with PAID managers to prepare this guidebook, we have some

suggestions that may facilitate approval of a data request. First, we recommend that the investigator contact PAID staff at the design phase of the project to obtain input from PAID staff about the feasibility of accessing these data. Two things that we know facilitated our successful data request were that we had a very strong data security plan and that our request did not include any data elements that fall under the Privacy Act. We specifically did NOT request Social Security Numbers, names, or any contact information such as addresses or phone numbers. It is possible to track unidentified individuals among the datasets as they include a unique individual identifier, separate from the SSN.

5. Alternate Source of Labor Hours and Cost Data

As the PAID data are difficult to obtain and contain more detailed data than many researchers require, we suggest considering using the Account Level Budgeter data if a researcher's main objective is to calculate labor hours and costs. The ALB data provide information on labor hours and cost for each type of labor, tracked at the Budget Object Code level, for each ALB Cost Center (ALBCC). The ALB data provide monthly summaries of the labor allocated to each ALBCC. In addition to containing labor hours and cost information for these different units of labor, the ALB also splits the information into regular hours, overtime hours and vacation, holiday, and sick time. Please see HERC's "Researchers' Guide to the Account Level Budgeter (ALB): Fiscal Year 2009 Update" on the HERC Guidebooks Intranet page (<http://vaww.herc.research.va.gov/publications/guidebooks.asp>) for more information about the ALB Data and how to obtain access to it.

6. Alternate Sources of Provider Data

There are other sources of information on VA provider characteristics that may be easier to access than the PAID data. HERC has produced a guidebook, "Guide to VA Data on Health Care Providers" (<http://vaww.herc.research.va.gov/publications/guidebooks.asp>) that provides an overview of provider-related variables in the VA datasets, and the relationships between them. Health services researchers who use cost and utilization data to study efficiency and outcomes are often interested in identifying the provider of a service. This information is needed to evaluate the effect of interventions directed at providers. It is also needed for studies that evaluate the relationship between provider characteristics and the efficiency or quality of care. It can be useful for any research on patient outcomes, allowing the analyst to control for the correlation between patients who are seen by the same provider.

7. Examples of PAID Data Use in Research

PAID data may be useful for research on VA employees. The PAID data provide valuable information on VA provider characteristics that may not be available in other sources. This includes: type of training, years worked in VA, years worked at a specific facility, and job classifications. Job classification can provide more detailed information for some type of jobs in which the grade and step of the position may reflect more than just seniority. For example, a nurse will have received a Bachelor in Nursing degree to be considered an RN2, with rare exceptions. VA researchers can also use PAID data to identify Time and Leave (T&L) units. One can look back over time at T&L units to see how long an individual has been working in the same work unit. For positions that pay shift differentials for nights and weekends, one can distinguish between day-shift and off-shift staffing or hours worked.

In a study investigating the relationship between nurse staffing characteristics and patient outcomes, HERC investigator Dr. Ciaran Phibbs and colleagues used PAID data to obtain nurse staffing information. Dr. Phibbs and his study team obtained information from DSS and the Office of Nursing Services that allowed them to match T&L units to the ALBCCs specific to each inpatient unit. This allowed them to identify the staff nurses who worked on each unit. By working backwards, they were able to determine when each nurse started working on the unit. They used this information to create measures of staff tenure and turnover. By using the shift differential data, by pay period, they were able to determine the staffing differences between day, night, and weekend shifts.

Another example of PAID data use in research involves a PACT evaluation study. The study used PAID data, along with Social Security numbers (SSN) of primary care physicians on the PACT teams, to determine the number of hours each physician worked.

There are limitations to the use of PAID data in research. One limitation is that for many types of labor, it is not possible to link people to specific work areas. This can only be done if the type of labor, as identified by the Budget Object Code (BOC), only works in one area. The exceptions to this are if you have identifying information for the staff working in specific work units, and for nurses working in inpatient units.

PAID data have also been used to select a sample for surveys of employees. Using PAID data to establish a survey sample allows the investigator to control for any of the wide range of employee-level variables in PAID (e.g., type of job, gender, length of service, duty station, etc.). It also creates the possibility of sending surveys to the employees' residence if workplace confidentiality might be an issue.

8. Brief Overview of the Master and History Files

8.1. Master File

The SAS Master File contains the human resources portion of PAID data for all VA employees including appointment dates, education history, union membership, performance evaluations, and other personnel information. There is one Master File dataset for each month of the calendar year. All dates and references to dates in the Master File are in calendar year format. Section 11 of this manual provides detailed information about all variables in the Master File.

8.2. History File

The SAS History File contains the payroll portion of PAID data for all VA employees for each of the twenty-six pay periods during the fiscal year. There is one History File dataset for each fiscal year and all dates and references to dates in the History File are in fiscal year format. History File datasets include information on hours worked per pay period, annual leave group, gross salary, annual and sick leave balances, night differential payments, and other payroll information. Section 13 of this manual provides detailed information about all variables in the History File.

9. Description of Variable Information Provided in the Guidebook

9.1. Master File

Variable Names:	SAS Variable Name
Labels:	Label or short description of the variable from the SAS datasets.
Definition of Variable:	Brief explanation of the variable obtained from the MP-6, Part V and/or our experience using the variable.
Data Type:	Indicates if the variable is numeric or character and the length of the variable as it appears in the SAS datasets.
When Coded:	This information was obtained from the MP-6, Part V (only available for the Master File) and provides instructions to HR employees about when and why to enter the variable information into the PAID system.
Variable Values:	All known values of the variable.
Remarks:	Any additional information about the variable that we have learned through our use of the data is included in the “remarks” section. Also in this section, we have included the instructions to HR personnel for entering data into the system which we obtained from the MP-6, Part V. These instructions are for individuals who work with the PAID system. This information is included in the manual to give more information about when and how the data is entered.

9.2. History File

Variable Name:	SAS Variable Name
Description:	This is a short description of the variable that we obtained from PAID personnel at Central Office. Unlike the Master File datasets, the History File datasets do not have variable labels in the SAS datasets.
Data Type:	Indicates if the variable is numeric or character and the length of the variable as it appears in the SAS datasets.
Variable Values:	All known values of the variable.
Remarks:	Any additional information about the variable that we have learned through our use of the data is included in the “remarks” section.

10. Tracking Employees in the Datasets

In order to track individual employees between the History and Master datasets, researchers can use the variable IDNUM. The variable IDNUM is a nine-digit identification number created for each employee. The PAID office uses an algorithm that utilizes the employees' Social Security Numbers and Station Numbers to create this unique, non-confidential employee identification number. This variable exists in all History File datasets but does not exist in the Master File datasets. However, researchers can request that the PAID office create this variable in any Master File dataset extracts that they provide to the researchers.

11. Contact Individuals

Please contact Ciaran Phibbs if you have any questions about the History or Master Files or any information presented in this guidebook. For information about gaining access to PAID data and specific information about the datasets and variables, please contact Roy Coles at PAID at VA Central Office.

Name	Phone Number	E-mail Address
Ciaran Phibbs	650.493.5000 x22813.....	ciaran.phibbs@va.gov
Roy Coles.....	202.461.6105.....	roy.coles@va.gov

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16. Master File Name and Variable Descriptions

Variable Name:	ACADTTL	
Label:	ACADEMIC TITLE	
Definition of Variable:	Identifies the academic title of a Title 38 physician or dentist who holds a teaching position at a university or medical school.	
Data Type:	Character, 1	
When Coded:	At appointment, when a physician or dentist <u>concurrently</u> holds a teaching position at a university or medical school; when the data changes because a physician or dentist accepts a teaching position at a university or medical school or changes positions at the university or medical school; and for correcting previously entered data.	
Variable Values:	CODE	ACADEMIC TITLE
	A	Professor
	B	Clinical Professor
	C	Associate Professor
	D	Associate Clinical Professor
	E	Assistant Professor
	F	Assistant Clinical Professor
	G	Instructor
	H	Clinical Instructor
	I	Lecturer
	J	Other Titles
Remarks:	None	

Master File Variable Descriptions Continued

Variable Name:	ADA
Label:	APPOINTMENT DAY
Definition of Variable:	The calendar date that an employee began his/her tour of duty.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	1 - 31
Remarks:	None

Variable Name:	AGE
Label:	AGE IN YEARS
Definition of Variable:	An employee's age in years.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of numeric values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Names:	AGRDT, AGRDA, AGRMO, AGRYR
Labels:	P&D SPECIAL PAY AGREEMENT DATE, P&D SPECIAL PAY AGREEMENT DAY, P&D SPECIAL PAY AGREEMENT MONTH, P&D SPECIAL PAY AGREEMENT YEAR
Definition of Variable:	Date, Day, Month, and Year that a Title 38 physician or dentist signed an agreement for special pay. This date is also the effective date of the employee's pay.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	AGRDT: This date is a concatenation of the AGRMO, AGRDA, and AGRYR. For example March 6, 2007 has the value 3062007. AGRDA: Has values 1 – 31 AGRMO: Has values 1 – 12 AGRYR: Has four-digit year dates
Remarks:	None

Variable Name:	AMO
Label:	APPOINTMENT MONTH
Definition of Variable:	Identifies the calendar month that an employee began his/her tour of duty with the VA.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	1 – 12
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	ANNLVBAL
Label:	ANNUAL LEAVE BALANCE
Definition of Variable:	The amount of annual leave the employee possesses.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of numeric values
Remarks:	None

Variable Name:	ANNLVDY
Label:	PAYABLE ANNUAL LEAVE DAYS
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of numeric values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	ANNUIT	
Label:	ANNUITANT INDICATOR	
Definition of Variable:	The status of an annuitant appointed to a position in the Federal civilian service.	
Data Type:	Character, 1	
When Coded:	This item is coded by the personnel office at the time a reemployed annuitant is appointed; when correcting an appointment where this field was either inadvertently omitted or reported incorrectly.	
Variable Values:	CODE	DESCRIPTION
	1	REEMPLOYED ANNUITANT – CS
	2	RETIRED OFFICER
	3	RETIRED ENLISTED
	4	RETIRED OFFICER/REEMPLOYED ANNUITANT – CS
	5	RETIRED ENLISTED/REEMPLOYED ANNUITANT – CS
	6	CS - NO REDUCTION
	7	RETIRED OFFICER/CS - NO REDUCTION
	8	RETIRED ENLISTED/CS - NO REDUCTION
	9	NOT APPLICABLE
	A	REEMPLOYED ANNUITANT – FERS
	B	FORMER ANNUITANT – FERS
	C	RETIRED OFFICER/REEMPLOYED ANNUITANT – FERS
	D	RETIRED OFFICER/FORMER ANNUITANT – FERS
	E	RETIRED ENLISTED/REEMPLOYED ANNUITANT - FERS
	F	RETIRED ENLISTED/FORMER ANNUITANT - FERS
	G	FERS - NO REDUCTION
	H	RETIRED OFFICER/FERS - NO REDUCTION
	J	RETIRED ENLISTED/FERS - NO REDUCTION
Remarks:	None	

Master File Variable Descriptions Continued

Variable Name: APPT			
Label: TYPE OF APPOINTMENT			
Definition of Variable: Identifies the type of appointment (career conditional, career, etc.) under which an employee is serving and indicates whether the appointment is in the competitive service, excepted service or senior executive service (SES). Also indicates whether the appointment is permanent or temporary and what tenure group applies.			
Data Type: Character, 1			
When Coded: For all accessions; when coding NOA 880, "Change in Tenure Group;" each time the employee's type of appointment changes, (e.g. with NOA 5XX); and when coding corrections, cancellations or other retroactive actions when the employee's type of appointment has changed since the effective date of that action.			
Variable Values:	Code	Description	Tenure Group
	1	Career	1
	2	Career Conditional	2
	3	Temporary Appointment Pending Establishment of Register, pending action on reopening appeal, indefinite, status quo, special tenure and other non-status non-temporary appointments.	3
	4	Temporary Limited	0
	5	Excepted without time limit except noncareer and dental residents	1*
	6	Excepted with time limit and ALL noncareer medical and dental residents	0**
	7	Excepted Without Time Limit – Trial Period Completed	1
	8	Excepted With Time Limit – (Do not use for Stay-In-School or Summer Aid employees.)	0
	9	Veterans Readjustment Appointment – (Developmental Jobs Program – Worker Trainee Opportunity)	2
	A	Career Employee Serving in a Probationary Period	2
	D	Excepted Without Time Limit Serving in a Trial Period	2

Master File Variable Descriptions Continued

Variable Values:	Code	Description	Tenure Group
	E	Excepted – Conditional (NTE 120 days after graduation) (Do not use for Federal Junior Fellowship Program.)	2
	F	Excepted Indefinite – (Use for intermittent Canteen employees. Use also for other excepted indefinite appointments under pay plans A, H, S, T, U and 1-7.)	3
	H	Excepted – Conditional (NTE 120 days after graduation) (Use for Federal Junior Fellowship Program only.)	2
	J	Temporary Limited – Summer – (This code applied to appointments from an agency list of eligible established as a result of the Summer Jobs Announcement No. 414. Use only with NOA 117A or 517A, authority code M2M, Reg. 316.412(a) Summer.)	0
	K	Temporary Limited – Vietnam Era Veterans	0
	L	Temporary Limited – 30 Percent Compensable Disabled Veteran – (Use with veteran preference codes 6, F, O or W. Pay plan code must be A, H, or 1-4.)	0
	M	SES Career	0
	N	SES Career – Probation/Placement Rights	0
	P	Temporary Appointment Pending Establishment of Register – (Developmental Jobs Program – Worker Trainee Opportunity)	3
	R	Veterans Readjustment Appointment – (Use this code for employees appointed or converted to service under authority of CFR 307.103(a), 307.103(b), 307.103 (c), or 307.103(d).)	2
	S	SES Career – Probation/No Placement Rights	0
	T	Term Appointment – (Use with NOA 108 and 508 and pay plan codes A, B or 1-4 only.)	3
	U	SES Noncareer	0
	V	SES Limited Term	0
	W	Career Conditional Appointment – (Development Jobs Program – Worker Trainee Opportunity. Use this code with NOA 100, 101, 500 or 501C and authority code A2M, CS Cert. No. WTO.)	2

Master File Variable Descriptions Continued

Variable Values:	Code	Description	Tenure Group
	X	Excepted With Time Limit – (Use for summer aids appointed under authority of Sch. A, 213.3102(v).)	0
	Y	Excepted With Time Limit – SIS – (Use this code instead of code 8 for employees in the Stay-In-School Campaign under authority of Sch. A, 213.3102(w).)	0
	Z	SES Limited Emergency	0
Remarks:	<p>* Employees in pay plan A appointed under 38 USC 7401(3) who are serving a probationary period (follow-up code 20) will be automatically made tenure group 2. Upon completion of the probationary period, an SF 50-B with NOA 880, “Change in Tenure Group,” will be produced and the tenure group will automatically be changed to 1.</p> <p>** Residents appointed without time limit (no follow-up code 05) will be automatically made tenure group 3.</p>		

Master File Variable Descriptions Continued

Variable Name:	APPTDATE
Label:	APPOINTMENT DATE
Definition of Variable:	Date employee began her/his tour of duty.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of dates in SAS format. This value is equivalent to the APTDT variable value.
Remarks:	None

Variable Name:	APPTYPE
Label:	APPOINTMENT TYPE
Definition of Variable:	Indicates whether an employee holds a permanent or temporary position.
Data Type:	Character, 9
When Coded:	Unknown
Variable Values:	This variable has values PERMANENT and TEMPORARY.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	APTDT
Label:	EMPLOYEE APPOINTMENT DATE
Definition of Variable:	Date employee began her/his tour of duty.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of date values in month, day, and year format. For example, September 7, 1991 is written as 9071991. This value is equivalent to the APPTDATE variable.
Remarks:	None

Variable Name:	APTYRS
Label:	APPOINTMENT YEARS
Definition of Variable:	The number of years an employee has worked for the VA.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of numeric values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	ASSIGN
Label:	OCCUPATION SERIES ASSIGNMENT CODE
Definition of Variable:	Identifies the specialty assignment of physicians, dentists and nurses; the religious denomination of chaplains; and summer employees, trainees and other special programs. Must be used with both the occupation series code and the occupation series title.
Data Type:	Character, 2
When Coded:	For all accessions; each time the employee's assignment changes; and each time the occupational series and title code is entered in the OCCUPATION SERIES and OCCUPATION TITLE fields.
Variable Values:	Variable values are either two numbers or a combination of one letter followed by one number. To find a list of Occupation Series Assignment Codes for Title 38 Employees, navigate to 'Assignment' or 'Appendix F-Occupational Series, Title and Assignment Codes' at http://vaww4.va.gov/HRIS/PAID_Coding.asp .
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	AUOPCT
Label:	ADMINISTRATIVELY UNCONTROLLED OVERTIME PERCENTAGE
Definition of Variable:	Indicates the percentage to be paid to an employee whose position is classified in the criminal investigator series, GS/GM-1811, grades 9-14, and the exemption from the overtime provision of the FLSA.
Data Type:	Numeric, 8
When Coded:	Used only when authorized and instructed by VA Central Office.
Variable Values:	Unspecified range of numeric values.
Remarks:	All values of this variable in the datasets we reviewed were 0.

Variable Name:	AYR
Label:	APPOINTMENT YEAR
Definition of Variable:	The calendar year that an employee began her/his tour of duty.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of four-digit date values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	BDCERT
Label:	P&D SPECIAL PAY COMPONET – BOARD CERTIFICATION
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	In the datasets we reviewed, this variable had values 0, 2000, and 2500. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	This variable does not appear in the CY06 or CY07 data.

Variable Names:	BDELIG1 and BDELIG2
Labels:	BOARD ELIGIBILITY CODE 1 AND 2
Definition of Variable:	Unknown
Data Type:	Character, 2
When Coded:	Unknown
Variable Values:	These variables have multiple two-digit numeric values. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	This variable does not appear in the CY06 or CY07 data.

Master File Variable Descriptions Continued

Variable Name: BUSCODE				
Label: BARGAINING UNIT STATUS CODE				
Definition of Variable: The status of the employee's position regarding Federal employee bargaining unit representation.				
Data Type: Character, 4				
When Coded: Unknown				
Variable Values:	Code	Union	Unit	Recognition Granted
	0054	NAGE	P - National Exclusive	Consolidated
	0055	NAGE	NP	Consolidated
	0065	AFGE	NP	Consolidated
	0066	AFGE	P	Consolidated
	0070	LIUNA-960	WG	VAMC Washington, DC
	0083	United American Nurses (UNA)	P – Nurses	Consolidated
	0085	NFFE	NP	Cemetery Schuylerville, NY
	0086	NFFE	P	Consolidated
	0240	IAFF-99	GS-Firefighters	VAMC Little Rock, AR
	0265			
	0277	UNAC	P	VAMC Loma Linda, CA
	0425	LIUNA-1276	WG	Golden Gate Nat'l Cem., CA
	0520	LIUNA-1154	WG	VAMC Wilmington, DE
	0521	LIUNA-1154	NP	VAMC Wilmington, DE
	0621			
	0655			
0656	IAMAW-1998	NP	Cemetery Honolulu, HI	
0657	SEIU	P	Consolidated	

Master File Variable Descriptions Continued

	Code	Union	Unit	Recognition Granted
	0659	SEIU	NP	Consolidated
	1065			
	1120	PSNA	P – Nurses	VAMC Perry Point/Balt/Bracc, MD
	1190	United American Nurses (UNA)	P – Nurses	Consolidated
	1527	CIR	P - Interns and Residents	VAMC East Orange, NJ
	1685	CIR	P - Interns and Residents	VAMC Brooklyn, NY
	2107	RWDSU-1199	P - Staff Nurses	VAMC Dayton, OH
	2165	Teamsters	P - Nurses	VAMC Coatesville, PA
	2340	LIUNA-1056	NP	VAMC Providence, RI
	2356	FOP	GS - Police	VAMC Providence, RI
	2361	LIUNA-1056	P - Nurses	VAMC Providence, RI
	2961	VASNC-5032	P - Nurses	VAMC Wood, WI
	2970	IBEW-2168	WG	VAMC Cheyenne, WY
Remarks: None				

Master File Variable Descriptions Continued

Variable Name:	BYR
Label:	BIRTH YEAR
Definition of Variable:	Year of employee's birth.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of four-digit years.
Remarks:	None

Master File Variable Descriptions Continued

Variable Names:	CAA1 and CAA2
Labels:	CURRENT APPOINTMENT AUTHORITY 1 and 2
Definition of Variable:	The legal authority assigned by law, executive order, rule, regulation or other basis that authorizes the appointment of the employee to his/her current position. This information provides OPM's Central Personnel Data File (CPDF) system the authority/authorities to document an employee's most recent appointment or conversion.
Data Type:	Character, 3
When Coded:	The current appointment authority will be automatically established and changed from the entry for fields LEGAL AUTH 1 and/or LEGAL AUTH 2, as appropriate, when an appointment (NOA 1XX) or conversion (NOA 5XX) is processed. These fields will ONLY be coded to RESTORE the current appointment authority code(s). The most common actions, which require a current appointment authority to be coded include: when (1) a retroactive correction is processed to an appointment or conversion, which took place prior to the most recent appointment or conversion; (2) transferring an employee between stations in the middle of a pay period (separated by the losing station on screen A450 and processed by the gaining station on accession screens (A1XX screen series)); and (3) processing a cancellation to an erroneous separation (using accession screens (A1XX screen series)).
Variable Values:	Multiple three-character combinations of letters and numbers. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	The variable CAA2 is coded infrequently.

Master File Variable Descriptions Continued

Variable Name:	CALCIND
Label:	P & D SPECIAL PAY CALCULATION INDICATOR
Definition of Variable:	Indicates that the station Personnel Office is responsible for manual special pay calculation and maintenance of changes in special pay.
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable receives a value of “E” when a station is completely responsible for monitoring changes to the employee’s personnel data regarding special physician and dentist pay. Otherwise, this variable is left blank.
Remarks:	The input of this information provides stations with a mechanism through which they can bypass the programming which automatically calculates physician and dentist special pay.

Variable Name:	CENTRAL						
Label:	CENTRALIZED POSITION INDICATOR						
Definition of Variable:	Indicates that the position occupied by the employee is centralized to the Secretary of the Department of Veterans Affairs or other VA Central Office official.						
Data Type:	Character, 1						
When Coded:	Unknown						
Variable Values:	<table border="1"> <thead> <tr> <th>Code</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>Y</td> <td>The employee holds a centralized position.</td> </tr> <tr> <td>N</td> <td>The employee does not hold a centralized position.</td> </tr> </tbody> </table>	Code	Description	Y	The employee holds a centralized position.	N	The employee does not hold a centralized position.
Code	Description						
Y	The employee holds a centralized position.						
N	The employee does not hold a centralized position.						
Remarks:	None						

Master File Variable Descriptions Continued

Variable Name:	CITIZEN	
Label:	CITIZENSHIP CODE	
Definition of Variable:	Field indicates an employee's United States citizenship status.	
Data Type:	Character, 1	
When Coded:	For all accessions and updates to the PAID Master File to correct or change the citizenship code.	
Variable Values:	CODE	DESCRIPTION
	1	U.S. citizen (including U.S. Nationals).
	2	Non-U.S. citizen serving in the 50 states, District of Columbia, Commonwealth of Puerto Rico or other areas listed in 8 CFR 274a and is a permanent resident alien.
	3	Non-U.S. citizen serving outside the above areas.
	4	Non-U.S. citizen serving in the 50 states, District of Columbia, Commonwealth of Puerto Rico or other areas listed in 8 CFR 274a and is in this country on a VISA.
Remarks:	None	

Master File Variable Descriptions Continued

Variable Name:	CNTBITH
Label:	COUNTRY OF BIRTH
Definition of Variable:	Identifies the country where the employee was born.
Data Type:	Character, 2
When Coded:	For all accessions.
Variable Values:	For a complete list of country codes, please see 'Country of Birth' at http://vaww4.va.gov/HRIS/PAID_Coding.asp . Or view the codes directly at http://vaww4.va.gov/HRIS/apps/hrissync/COUNTRY.txt .
Remarks:	None

Variable Name:	CNTPGTRN
Label:	COUNTRY OF POST-GRADUATE TRAINING
Definition of Variable:	Identifies the country where a Title 38 physician or dentist received the greatest amount of his/her postgraduate training.
Data Type:	Character, 2
When Coded:	For all physician and dentist accessions and when the data changes or requires correction.
Variable Values:	For a complete list of country codes, please see 'Country of Medical School' at http://vaww4.va.gov/HRIS/PAID_Coding.asp or directly at http://vaww4.va.gov/HRIS/apps/hrissync/country.txt .
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	CNTSCH
Label:	COUNTRY OF MEDICAL SCHOOL
Definition of Variable:	For reporting purposes, and to identify the country in which a physician or dentist received his/her medical or dental degree.
Data Type:	Character, 2
When Coded:	For all physician and dentist accessions and when the data changes or requires correction.
Variable Values:	For a complete list of country codes, please see 'Country of Medical School' at http://vaww4.va.gov/HRIS/PAID_Coding.asp or directly at http://vaww4.va.gov/HRIS/apps/hrissync/COUNTRY.txt .
Remarks:	None

Variable Names:	CODE1 - CODE15
Labels:	FOLLOW UP CODE 1 - 15
Definition of Variable:	Identifies for the Austin Automation Center (AAC) a specific message or form to be sent to the employee's station based upon follow-up code input. An employee's record may contain up to 15 follow-up codes. The date is used to determine when a follow-up notice is due.
Data Type:	Character, 2
When Coded:	This is specific to the code. See the hyperlink below for information on specific variable values/codes.
Variable Values:	For a complete list of Follow-Up codes, please see 'Followup Code/Date' or 'Appendix C-Followup Codes' at http://vaww4.va.gov/HRIS/PAID_Coding.asp .
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	COLAPCT
Label:	COST OF LIVING ALLOWANCE (COLA) PERCENT
Definition of Variable:	Indicates the percent used to calculate the amount of COLA paid to an employee each pay period. COLA is a percentage of base pay determined by OPM.
Data Type:	Numeric, 8
When Coded:	For all accessions or movements (by transfer, promotion, reassignment, etc.) to a station or duty station for which COLA or post differential is authorized. When a COLA percentage is initially authorized, changes or is terminated and no other personnel action is being processed on the same date, e.g., promotion, pay adjustment, etc.
Variable Values:	For the most up-to-date COLA amounts, see the OPM website: http://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/nonforeign-areas/ .
Remarks:	COLAs have been authorized for Alaska, Hawaii, Territory of Guam and Commonwealth of the Northern Mariana Islands, commonwealth of Puerto Rico, and U.S. Virgin Islands.

Master File Variable Descriptions Continued

Variable Name:	COMPLVL
Label:	COMPENSATORY LEVEL
Definition of Variable:	Unknown
Data Type:	Character, 3
When Coded:	Unknown
Variable Values:	Most values for this variable are 000, X01, X02, X03, X04, or X05. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	COMPTIME
Label:	COMPENSATORY TIME BALANCE
Definition of Variable:	Number of hours of compensatory time an employee has earned.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of numeric values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	CONTEDC
Label:	CONTINUING EDUCATION CODE -CURRENT
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	Unknown
Remarks:	None

Variable Names:	COST1 – COST4
Labels:	COST CENTER (FIRST POSITION), COST CENTER (TWO POSITIONS), COST CENTER (THREE POSITIONS), COST CENTER (FOUR POSITIONS)
Definition of Variable:	Identifies the first 1 – 4 numbers of the organizational unit where an employee is assigned.
Data Type:	Numeric, 8
When Coded:	For all accessions; each time the employee’s cost center (provided to the personnel office by the fiscal office or the appropriate operating official) or organization code changes; and when the employee is assigned a different organizational element, i.e., Service or Division.
Variable Values:	Click on the following hyperlink for a list of some cost center information: http://www.va.gov/finance/policy/pubs/volumeXIII.asp .
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	COSTC
Label:	COST CENTER/ORGANIZATION CODE
Definition of Variable:	Identifies the organizational unit where an employee is assigned. Also identifies the cost center for fund appropriation accounting.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	All values are eight digits in length. The first four digits correspond to the employee's Cost Center. The meaning of the last four digits of the variable values is unknown. Click on the following hyperlink for a list of some cost center information: http://www.va.gov/finance/policy/pubs/volumeXIII.asp .
Remarks:	The values of this variable are equal to the values of the COSTCD variable values but are written as a single string of eight digits while the COSTCD values are written as four digits followed by a period which is followed by the final digits (excluding trailing zeros). For example, COSTC value of 80820920 has a COSTCD value of 8082.092.

Master File Variable Descriptions Continued

Variable Name:	COSTCD
Label:	COST CENTER/ORGANIZATION CODE
Definition of Variable:	Identifies the organizational unit where an employee is assigned. Also identifies the cost center for fund appropriation accounting.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Values are four digits, followed by a decimal and one to four digits. Some examples of values are: 8009.0202 and 4143.1. Click on the following hyperlink for a list of some cost center information: http://www.va.gov/finance/policy/pubs/volumeXIII.asp .
Remarks:	The values of this variable are equal to the values of the COSTC variable values but are written as a single string of eight digits while the COSTCD values are written as four digits followed by a period which is followed by the final digits (excluding trailing zeros). For example, COSTC value of 80820920 has a COSTCD value of 8082.092.

Master File Variable Descriptions Continued

Variable Name:	COSTCNTR
Label:	COST CENTER
Definition of Variable:	Identifies the organizational unit where an employee is assigned. Also identifies the cost center for fund appropriation accounting.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Values are four digits in length. Click on the following hyperlink for a list of some cost center information: http://www.va.gov/finance/policy/pubs/volumeXIII.asp .
Remarks:	None

Variable Name:	COSTREM
Label:	REMAINDER OF COST4
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Values are three to four digits in length. Click on the following hyperlink for a list of some cost center information: http://www.va.gov/finance/policy/pubs/volumeXIII.asp .
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	CREDDAY
Label:	WOP OR RET CREDIT DAYS CALENDAR YEAR
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of numeric values. Most values for this variable in the datasets we reviewed are 0.
Remarks:	None

Variable Names:	CS301PCT, CS302PCT, CS303PCT, CS304PCT, CS601PCT, CS701PCT, CS702PCT, CS703PCT, CS704PCT, CS706PCT, CS709PCT
Labels:	VCS COST ACCOUNT 301, 302, 303, 304, 601, 701, 702, 703, 704, 706, and 709 PERCENT
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	The variable information is not pertinent to registered nurses; therefore, all values of these variables in our datasets are 0 or missing.
Remarks:	VCS is an acronym for Veterans Canteen Service.

Master File Variable Descriptions Continued

Variable Name:	CS601CD
Label:	VCS COST ACCOUNT 601 SUBCODE
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable information is not pertinent to registered nurses; therefore, all values of this variable in our datasets are 0 or missing.
Remarks:	VCS is an acronym for Veterans Canteen Service.

Variable Name:	CSPWLI
Label:	VCS PIECEWORKER LIFE INSURANCE UNITS
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable information is not pertinent to registered nurses; therefore, all values of this variable in our datasets are 0 or missing.
Remarks:	VCS is an acronym for Veterans Canteen Service.

Master File Variable Descriptions Continued

Variable Name:	CSPWL
Label:	VCS PIECEWORKER HOURLY LEAVE OR HOLIDAY
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable information is not pertinent to registered nurses; therefore, all values of this variable in our datasets are 0 or missing.
Remarks:	VCS is an acronym for Veterans Canteen Service.

Variable Name:	CSPWPCT
Label:	VCS PIECEWORKER COMMISSION PERCENT
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable information is not pertinent to registered nurses; therefore, all values of this variable in our datasets are 0 or missing.
Remarks:	VCS is an acronym for Veterans Canteen Service.

Master File Variable Descriptions Continued

Variable Names:	DATE1 - DATE15
Labels:	FOLLOW-UP DATE 1 - 15
Definition of Variable:	Identifies the date that a follow-up code is due.
Data Type:	Numeric, 8
When Coded:	This is specific to the code. See 'Followup Code/Date' on the following page for information on when to code specific variable values/codes: http://vaww.va.gov/HRIS/PAID_Coding.asp .
Variable Values:	Unknown
Remarks:	None

Variable Name:	DAYSINT
Label:	DAYS WORKED FOR CALENDAR YEAR INTERMITTENT
Definition of Variable:	Number of days worked as an intermittent employee.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of numeric values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Names:	DIPLO1-DIPLO03
Labels:	DIPLOMATE SPECIALTY CODE 1 - 3
Definition of Variable:	Identifies the specialty or area of specialization for which a Title 38 physician or dentist has been certified by one of the following: American Board of Specialties (ABS), American Board of Medical Specialties (ABMS), the Bureau of Osteopathic Specialists (BOS) and the American Dental Association (ADA).
Data Type:	Character, 2
When Coded:	For all accessions of physicians and dentists and for physicians and dentists who become (for the first time) a diplomate of a VA-recognized American specialty board after appointment. Do not use for medical and dental residents.
Variable Values:	For a full list of codes, see 'Appendix N-Physicians and Dentists' on the following page: http://vaww.va.gov/HRIS/PAID_Coding.asp .
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	DISRETI
Label:	DISABILITY RETIREMENT INDICATOR
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Per a memo on July 1, 2004, this variable should no longer be coded into the PAID system.
Variable Values:	This variable has the values “Y” and “N.”
Remarks:	None

Variable Names:	DT1DA – DT15DA
Labels:	FOLLOW-UP DATE 1 DAY – FOLLOW-UP DATE 15 DAY
Definition of Variable:	Identifies the day that a follow-up code is due.
Data Type:	Numeric, 8
When Coded:	This is specific to the follow-up code. See ‘Followup Code/Date’ or ‘Appendix C-Followup Codes’ on the following page for information on when to code specific variable values/codes: http://vaww.va.gov/HRIS/PAID_Coding.asp .
Variable Values:	These variables have values 1 – 31.
Remarks:	See variables Code1 – Code15 for more information on follow-up codes.

Master File Variable Descriptions Continued

Variable Names:	DT1MO – DT15MO
Labels:	FOLLOW-UP DATE 1 MONTH – FOLLOW-UP DATE 15 MONTH
Definition of Variable:	Identifies the month that a follow-up code is due.
Data Type:	Numeric, 8
When Coded:	This is specific to the follow-up code. See ‘Followup Code/Date’ or ‘Appendix C-Followup Codes’ on the following page for information on when to code specific variable values/codes: http://vaww.va.gov/HRIS/PAID_Coding.asp .
Variable Values:	These variables have values 1 – 12.
Remarks:	None

Variable Names:	DT1YR – DT15YR
Labels:	FOLLOW-UP DATE 1 YEAR – FOLLOW-UP DATE 15
Definition of Variable:	Identifies the year that a follow-up code is due.
Data Type:	Numeric, 8
When Coded:	This is specific to the follow-up code. See ‘Followup Code/Date’ or ‘Appendix C-Followup Codes’ on the following page for information on when to code specific variable values/codes: http://vaww.va.gov/HRIS/PAID_Coding.asp .
Variable Values:	Unspecified range of four-digit years.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	DUTYB		
Label:	DUTY BASIS		
Definition of Variable:	Code identifies the time basis that an employee is scheduled to work. An employee may have a full-time, part-time or intermittent basis work schedule.		
Data Type:	Numeric, 8		
When Coded:	For all accessions and each time the employee's work schedule changes.		
Variable Values:	CODE	WORK SCHEDULE	DEFINITION
	1	Full-Time	A schedule that usually requires an employee to work 40 hours as prescribed by the administrative workweek for that particular employment group or class.
	2	Part-Time	A schedule that requires an employee to work less than full-time but for a specific number of hours (usually 16-32 per administrative workweek) on a prearranged scheduled tour of duty.
	3	Intermittent	A schedule under which an employee works an irregular number of hours or days for which there is not a prearranged scheduled tour of duty.
Remarks:	<ol style="list-style-type: none"> 1. Nurses under the Baylor Plan are considered full-time (Duty Basis 1) with normal hours of 48 per pay period. 2. Medical and dental residents and nursing administration residents having full-time appointments will be coded 1. For reporting purposes, these employees will be automatically converted to part-time by the DPC. Medical and dental residents having intermittent appointments will be coded 3. Code 2, part-time, is not valid for medical and dental residents. 3. Purchase and Hire employees will be coded 3. 		

Master File Variable Descriptions Continued

Variable Name:	DUTYSTA
Label:	DUTY STATION CODE
Definition of Variable:	Employee's work site when assigned to a location other than the parent station. Please see remarks below.
Data Type:	Character, 2
When Coded:	Coded only when an employee is assigned to or moved to or from a place of work which differs from the parent station.
Variable Values:	This variable typically has a one-character letter value. There are also two-character letter values and one-character numeric values. For a full list of duty station codes, see 'Duty Station' on the following page: http://vaww.va.gov/HRIS/PAID_Coding.asp or http://vaww.va.gov/HRIS/apps/hrissync/STATIONS.TXT . This variable's values should be equal to the DUTYSTA variable in the History File.
Remarks:	An example of a duty station is Modesto, CA which has a duty station value of "G" and belongs to parent station 640 (Palo Alto Health Care System). A station code of 640 and a duty station code of "G" indicate that an employee works in Modesto, CA but is employed by VA Palo Alto in Palo Alto, CA. The DUTYSTA variable is important in determining locality pay. An employee who works at 640G (Modesto) would receive a lower locality pay than an employee who works at the parent station (Palo Alto) which receives the highest locality pay in the United States.

Master File Variable Descriptions Continued

Variable Name:	DYINTST
Label:	DAYS WORKED FOR INTERMITTENT STEP INCREASE
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of numeric values.
Remarks:	None

Variable Name:	DYSPROBI
Label:	Unknown (DYSPROBI)
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of numeric values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	EDCODE	
Label:	EDUCATION CODE	
Definition of Variable:	Identifies an employee’s educational attainment from an accredited institution based on years of schooling and academic degree/certificate conferred.	
Data Type:	Character, 2	
When Coded:	For all accessions (Screen A101) and as updates to the PAID master record when the item changes or is incorrect (Screen A201).	
Variable Values:	CODE	EDUCATION LEVEL
	1	Less than 8th grade education or no formal education
	2	8th grade
	3	High school graduation and afterwards began additional job training program without completing
	4	Completed high school and afterwards completed additional job training program
	5	Less than 1 academic year of study (under 30 semester hours) in a resident college or university
	6	Associate degree
	7	Four academic years of study (120 semester hours or more) but did not receive bachelor’s degree
	8	Bachelor’s degree and less than 15 hours of graduate study
	9	All other professional degrees (includes podiatry, D.P. or D.P.M., and optometry, O.D.)
	A	Some high school – did not graduate
	B	High school graduation or equivalency certificate
	C	One academic year of study (30 semester hours or equivalent) in a resident college or university
	D	Two academic years of study (60 semester hours or equivalent) in a resident college or university
	E	Three academic years of study (90 semester hours or equivalent) in a resident college or university
	F	Nursing diploma
G	Bachelor’s degree in nursing	
H	Bachelor’s degree in engineering or architecture	

Master File Variable Descriptions Continued

	CODE	EDUCATION LEVEL
	I	Bachelor's degree in accounting or finance
	J	Bachelor's degree, all other fields
	K	Law degree (J.D. or LL.B.) without bar membership
	L	Bar membership with law degree (Note: There are two code L's. For this one, with law degree, the INSTRUCTION PROGRAM and YEAR OF DEGREE/CERTIFICATE must also be coded)
	M	Law degree (J.D. or LL.B.) with bar membership
	N	One academic semester of graduate study (15 semester hours or equivalent)
	O	Master's degree in Hospital Administration
	P	All other master's degrees
	Q	Some academic work beyond master's degree
	R	Doctor of Dental Medicine
	S	Doctor of Dental Surgery
	T	Doctor of Medicine
	U	Doctor of Osteopathy
	V	Doctor of Veterinary Medicine
	W	Doctor of Philosophy
	X	Ph.D. in Psychology
	Y	Other doctoral degrees
	Z	Doctorate degree and performed some academic work beyond
	#	Master's degree in Nursing
	**	Doctoral degree in Nursing
Remarks:	About 7%-10% of the nurses in the datasets we reviewed who had a degree coded in the EDCODE variable did not have a YRDEGREE (year of degree) value.	

Master File Variable Descriptions Continued

Variable Name:	ELLVPP
Label:	ELIGIBLE FOR LEAVE NEXT PAY PERIOD
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	The values of this variable are “Yes” and “No.”
Remarks:	None

Variable Name:	ENHQUAL
Label:	ENHANCED QUALIFICATIONS ASSIGNMENT INDICATOR
Definition of Variable:	Identifies Title 38 nurses and nurse anesthetists who have enhanced qualifications or assignments.
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values 1, 2, and 3. The meanings of these values are unknown.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	EXQUAL
Label:	P& D SPECIAL PAY COMPONENT – EXCEPTIONAL QUALIFICATIONS
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	The values of this variable are 1, 2, 3, or blank. The meanings of these values are unknown.
Remarks:	None

Variable Name:	FCP
Label:	FUND CONTROL POINT
Definition of Variable:	Unknown
Data Type:	Character, 3
When Coded:	Unknown
Variable Values:	This variable has multiple three-character values that are numbers. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	FEGLI
Label:	FEGLI CODE
Definition of Variable:	Employee's coverage and type of insurance or non-coverage under the FEGLI program.
Data Type:	Character, 2
When Coded:	For all accessions, upon a change in an employee's eligibility, and upon the change of an employee's election.
Variable Values:	For FEGLI variable values, see 'FEGLI CODE' on the following page: http://vaww.va.gov/HRIS/PAID_Coding.asp .
Remarks:	None

Variable Name:	FLEXCODE
Label:	COMPRESSED/FLEX TIME CODE
Definition of Variable:	Indicates that an employee has a compressed/flexible schedule.
Data Type:	Character, 1
When Coded:	For all accessions for employees who have a compressed/flexible schedule or when an employee changes from a non-compressed/flexible schedule to a compressed/flexible schedule.
Variable Values:	Value "C" indicates that an employee has a compressed or flexible schedule. Otherwise, this information is not coded for an employee.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	FLSA	
Label:	FLSA CODE	
Definition of Variable:	Code identifies whether an employee is covered under the Fair Labor Standards Act (FLSA) minimum wage and overtime provisions.	
Data Type:	Character, 1	
When Coded:	For all accessions; whenever an employee's FLSA status changes.	
Variable Values:	CODE	DESCRIPTION
	N	FLSA Non-Exempt (covered by the provisions of the Fair Labor Standards Act)
	E	FLSA Exempt (not covered by the provisions of the Fair Labor Standards Act)
Remarks:	None	

Variable Name:	FMG	
Label:	FOREIGN MEDICAL GRADUATE	
Definition of Variable:	Indicates that a physician or dentist completed her/his medical training in another country.	
Data Type:	Character, 1	
When Coded:	Unknown	
Variable Values:	This variable has values "Y" and "N."	
Remarks:	None	

Master File Variable Descriptions Continued

Variable Name:	FMSFUND
Label:	FMS FUND CODE
Definition of Variable:	Unknown
Data Type:	Character, 6
When Coded:	Unknown
Variable Values:	Unknown
Remarks:	None

Variable Name:	FRINGE
Label:	FRINGE BENEFIT FOR PURCHASE AND HIRE EMPLOYEES
Definition of Variable:	The actual amount to be added to a Purchase and Hire employee's salary if prevailing rate determinations provide for a fringe benefit payment.
Data Type:	Numeric, 8
When Coded:	Accessions of Purchase & Hire employee, and pay adjustment actions when fringe benefits apply.
Variable Values:	Unspecified range of dollar amounts.
Remarks:	The fringe benefit amount is coded in dollars and cents to include the decimal point. Example: If an employee is authorized a fringe benefit of \$12.50 then 12.50 is coded in the fringe benefit field.

Master File Variable Descriptions Continued

Variable Name:	FTEADJ
Label:	FTE ADJUSTMENT FACTOR
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	In the datasets we reviewed, this variable had values 0, 1 and 5. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	FULTIM
Label:	P& D SPECIAL PAY COMPONENT – FULL-TIME
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	In the datasets we reviewed, this variable had values 0 and 9000. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	FUNCCD																																																															
Label:	FUNCTIONAL CODE																																																															
Definition of Variable:	Code identifies the primary work functions of the position. Applies to scientist and engineering positions.																																																															
Data Type:	Character, 2																																																															
When Coded:	When a covered employee's functional duties change, when an employee moves into one of the below occupation series, or when the POSITION NUMBER (POSNO) or FLSA fields are coded.																																																															
	<table border="0"> <tr> <td>0020</td> <td>0401</td> <td>0601</td> <td>0638</td> <td>0690</td> <td>0810</td> <td>1306</td> </tr> <tr> <td>0101</td> <td>0403</td> <td>0602</td> <td>0639</td> <td>0701</td> <td>0819</td> <td>1310</td> </tr> <tr> <td>0110</td> <td>0405</td> <td>0610</td> <td>0644</td> <td>0801</td> <td>0830</td> <td>1320</td> </tr> <tr> <td>1080</td> <td>0410</td> <td>0630</td> <td>0660</td> <td>0803</td> <td>0850</td> <td>1510</td> </tr> <tr> <td>0184</td> <td>0413</td> <td>0631</td> <td>0662</td> <td>0804</td> <td>0855</td> <td>1515</td> </tr> <tr> <td>0185</td> <td>0437</td> <td>0633</td> <td>0665</td> <td>0806</td> <td>0858</td> <td>1520</td> </tr> <tr> <td>0190</td> <td>0440</td> <td>0635</td> <td>0668</td> <td>0807</td> <td>0896</td> <td>1529</td> </tr> <tr> <td>0193</td> <td>0487</td> <td>0637</td> <td>0680</td> <td>0808</td> <td>1301</td> <td>1530</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>1550</td> </tr> </table>	0020	0401	0601	0638	0690	0810	1306	0101	0403	0602	0639	0701	0819	1310	0110	0405	0610	0644	0801	0830	1320	1080	0410	0630	0660	0803	0850	1510	0184	0413	0631	0662	0804	0855	1515	0185	0437	0633	0665	0806	0858	1520	0190	0440	0635	0668	0807	0896	1529	0193	0487	0637	0680	0808	1301	1530							1550
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Variable Values:	All employees with one of the above occupation series, will have one of the below functional codes. For individuals without one of the above occupational series, the functional code variable is left blank.																																																															
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Master File Variable Descriptions Continued

	CODE	DESCRIPTION
	42	Regulatory Enforcement and Licensing
	51	Natural Resource Operations
	81	Clinical Practice, Counseling and Ancillary Medical Services
	91	Planning
	92	Management
	93	Teaching and Training
	94	Technical Assistance and Consulting
	99	Other – Not Elsewhere Classified
Remarks:	This field is left blank for all non-covered employees (employees without one of the occupational series codes listed in the “When Coded” section) and for non-U.S. citizens in Manila.	

Variable Name:	GEOLC
Label:	P& D SPECIAL PAY COMPONENT – GEOGRAPHIC LOCATION
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unknown
Remarks:	None

Master File Variable Descriptions Continued

Variable Name: GRADE						
Label: GRADE CODE						
Definition of Variable: An indicator of hierarchal relationships among positions covered by the same pay plan or system.						
Data Type: Numeric, 8 (All values have two digits.)						
When Coded: For all accessions; each time the grade, step or salary changes; each time the step or salary is coded; for all actions retroactive for more than 50 weeks; corrections and cancellations; and for all actions for employees on grade retention.						
Variable Values:	CODE	GS & VCS Annual Rate	Wage, Canteen Hourly Rates	Physicians and Dentists (VM & AD), Podiatrists & Optometrists (VP & AD)	Nurse, Graduate Nurse Technician (VN & AD)	Physician Assistant & Expanded-Function Aux. (VN & AD)
	1	1	1	PG Level 1		
	2	2	2	PG Level 2		
	3	3	3	PG Level 3		
	4	4	4	PG Level 4		
	5	5	5	PG Level 5		
	6	6	6	PG Level 6	Entry	Junior
	7	7	7	PG Level 7		
	8	8	8	PG Level 8		Associate
	9	9	9		Intermediate	Full
	10	10	10			
	11	11	11	Associate		Intermediate
	12	12	12	Full	Senior	Senior
	13	13	13	Intermediate		
	14	14	14	Senior	Director	
	15	15	15	Chief		
	16		16	Executive		
17		17	Director			

Master File Variable Descriptions Continued

	CODE	DESCRIPTION
	00	<p>Purchase and Hire; or 38 USC Ch 75 – Canteen pieceworkers and ungraded positions such as: Distinguished physicians; RWJ clinical scholars; associate investigators; per annum consultants and attendings; experts and consultants under 5 U.S.C. 3109; paramedical and other non-medical employees under pay plan AD (pay plans codes N and R): or</p> <p>Summer Aids (appointed under Schedule A, Section 213.3102(v)) and Student Aids (appointed under Schedule A, Section 213.3102(w), when the Student Aids are paid the FLSA minimum wage (pay plan G).</p> <p>Senior Executive Service</p>
	99	<p>Statutory positions – Secretary of Veterans Affairs; Deputy Secretary of Veterans Affairs’ Assistant Secretaries; Chief Medical Director; Inspector General; and physicians, dentists, nurses, etc., appointed under 38 USC 7306.</p>

Remarks:

Remarks:	The below information refers to Nurses only:			
	PAID CODE	ACTIONS PRIOR TO 01/13/91	ACTIONS FROM 01/13/91 THROUGH 04/06/91	ACTIONS ON OR AFTER 04/07/91
	06	JR	EN I	ENTRY
	08	ASSOC	EN II	
	09	FULL	IN I	INTER
	11	INTER	IN II	
	12	SR	SR I	SR
	13	CHIEF	SR II	
	14	A. DIR	DR I	DIR
	15	DIR	DR II	

Master File Variable Descriptions Continued

Variable Name:	HANDICAP
Label:	HANDICAP CODE
Definition of Variable:	Code identifies the physical or mental impairments that are likely to cause an individual to experience challenges in obtaining, maintaining or advancing in employment.
Data Type:	Character, 2
When Coded:	For all accessions and as updates to the PAID Master File to correct or change the handicap code.
Variable Values:	Unknown. All values of this variable in the datasets we reviewed were blank. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	HCAP1
Label:	POSITION 1 of HANDICAP
Definition of Variable:	First position of the HANDICAP variable.
Data Type:	Numeric, 8
When Coded:	For all accessions and as updates to the PAID Master Files to correct of change the handicap code.
Variable Values:	Unknown. All values of this variable in the datasets we reviewed were blank. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	HCAP2
Label:	POSITION 2 of HANDICAP
Definition of Variable:	Second position of the HANDICAP variable.
Data Type:	Character, 1
When Coded:	For all accessions and as updates to the PAID Master Files to correct or change the handicap code.
Variable Values:	Unknown. All values of this variable in the datasets we reviewed were blank.
Remarks:	None

Variable Name:	HLTDEDI	
Label:	HEALTH BENEFITS DEDUCTION INDICATOR	
Definition of Variable:	Indicates whether a part-time employee under a permanent appointment is subject to prorated health insurance deductions.	
Data Type:	Character, 1	
When Coded:	For accessions and changes in employee status.	
Variable Values:	CODE	DESCRIPTION
	P	Subject to Prorated Health Benefits Deduction
	N	Not Subject to Prorated Health Benefits Deduction
Remarks:	None	

Master File Variable Descriptions Continued

Variable Name:	HLTHIND
Label:	HEALTH INS CHANGE OR OPEN SEASON ENROLLMENT CODE
Definition of Variable:	Code for the health insurance plan that the employee chooses.
Data Type:	Character, 3
When Coded:	At the time an employee chooses a health plan or changes a plan during open season.
Variable Values:	The variable values are three characters with a combination of numbers and letters. The values refer to the health plan in which the employee enrolls. Some examples of values are: CA1, EB1, and 8W2.
Remarks:	None

Variable Name:	HLTNTI
Label:	HEALTH INSURANCE NON-TAXABLE INDICATOR
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	The values of this variable are “Y” and “N.”
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	HLTPP
Label:	HEALTH INSURANCE EFFECTIVE NEXT PAY PERIOD
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	The values of this variable are “Y” and “N.”
Remarks:	None

Variable Name:	INPAGR
Label:	INTER PERSONNEL AGREEMENT
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	The values of this variable are “Y” and “N.”
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	INTERN	
Label:	INTERNSHIP CODE	
Definition of Variable:	Code identifies the status of non-career medical or dental residents for salary edit purposes.	
Data Type:	Character, 1	
When Coded:	For all movement into or out of the residency program (occupation series and title codes 0602-21 through 0602-37 and 0680-21 through 0680-37).	
Variable Values:	CODE	DESCRIPTION
	1	Medical or dental residents who have completed a separate approved internship prior to entering the residency program <u>unless</u> paid under contract with a university or medical school in accordance with 38 USC 7406(c). See code 3 below. (See NOTE.)
	2	Medical or dental residents who have <u>not</u> completed a separate approved internship prior to entering the residency program <u>unless</u> paid under contract with a university or medical school in accordance with 38 USC 7406(c). See code 3 below. (See NOTE.)
	3	Medical or dental residents who are appointed and paid under contract (full disbursement agreement) with a university or medical school in accordance with 38 USC 7406(c). NOTE: Internship code 3 requires a pay basis code of 1.
Remarks:	Internship code 3 turns on a non-pay indicator in the employee's PAID master record.	

Master File Variable Descriptions Continued

Variable Name:	JOBSHARE	
Label:	JOB SHARE POSITION INDICATOR	
Definition of Variable:	Indicates if an employee is sharing a position with another employee.	
Data Type:	Character, 1	
When Coded:	Unknown	
Variable Values:	CODE	DESCRIPTION
	J	Employee is sharing a position.
	Blank	The employee is not sharing a position.
Remarks:	None	

Variable Name:	LASTPP	
Label:	LAST PAY PERIOD	
Definition of Variable:	The pay period previous to the current period.	
Data Type:	Numeric, 8	
When Coded:	Unknown	
Variable Values:	The values of this variable are 0 – 26 which correspond to the pay periods during the calendar year.	
Remarks:	None	

Master File Variable Descriptions Continued

Variable Name:	LEAVE		
Label:	LEAVE GROUP		
Definition of Variable:	Indicates an employee's eligibility for leave. Also indicates the leave system for determining the rate of annual leave accrual.		
Data Type:	Numeric, 8		
When Coded:	For all accessions and when an employee's type of appointment or duty basis changes which results in coverage under a different leave group. This item is coded by the Human Resources Office at the time a new employee enters on the rolls of a station. Any changes occurring after that date will be accomplished by the Fiscal Office, except when changes in leave group occur based on type of appointment or duty basis, e.g. when an intermittent employee is changed to part-time or full-time.		
Variable Values:	CODE	5 U.S.C. Ch. 63	38 U.S.C. APPLICABILITY
	1	Less than 3 years service	Some appointments are covered under Title 5 leave rules see VA Handbook 5011.
	2	Three years but less than 15 years service	Some appointments are covered under Title 5 leave rules see VA Handbook 5011
	3	SES regardless of years of service. Non SES with fifteen or more years of service.	Part-time Title 38 physicians, dentists, podiatrists, optometrists, nurses, physician assistants and EFDA'S (pay plans "L," "M" and "Q"). Full-time Title 38 nurses, physician assistants and EFDA's (pay plans "K" and "M").
	4	N/A	Full-time Title 38 physicians, dentists, chiropractors, podiatrists, optometrists, and Director of Nursing Service (VACO), who receive 26 days of annual leave per year (pay plans "J," "L," "P," "Q" and "X").
	5	N/A	Residents (See appendix C, for instructions on use of follow-up code "AL" with this leave group.)

Master File Variable Descriptions Continued

	CODE	5 U.S.C. Ch. 63	38 U.S.C. APPLICABILITY
	0	Same as Title 38.	Not under a leave system, i.e., not having a regular tour of duty on one or more days during each administrative work week or duty basis is 3.
Remarks: None			

Variable Name:	LEAVRES
Label:	LEAVE RESTRICTION
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	The values of this variable are “Y” and “N.”
Remarks:	Almost all values of this variable in the datasets we reviewed were “N.”

Master File Variable Descriptions Continued

Variable Name:	LIFINSUN
Label:	LIFE INSURANCE ADDITIONAL UNITS CODE
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	The values of this variable are “0” and “1.” The meanings of the values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	Nearly 100% of employees in the datasets we reviewed had a value of 0.

Variable Name:	LNGAGR
Label:	P& D SPECIAL PAY LENGTH OF AGREEMENT
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	In the datasets we reviewed, this variable has values blank, 0, 1, 2, 3, and 4 which refer to the number of years of the special pay agreement.
Remarks:	This variable does not appear in the CY06 and CY07 datasets.

Master File Variable Descriptions Continued

Variable Name:	LOCPAY
Label:	LOCALITY PAY / GEOGRAPHIC ADJUSTMENT PAY
Definition of Variable:	A authorizes a locality-based comparability payment for a specified geographic area.
Data Type:	Numeric, 8
When Coded:	This field is used only for retroactive actions or for manually processed actions when an employee is entitled to locality pay as a portion of pay and is not on pay basis 1.
Variable Values:	Unspecified range of dollar values without decimal places.
Remarks:	None

Variable Name:	LSTPPCHG
Label:	BASE PAY CHANGE PAY PERIOD
Definition of Variable:	Indicates the pay period when an employee's base pay was changed.
Data Type:	Numeric, 8
When Coded:	Coded when an employee's base pay is changed.
Variable Values:	This variable has values 1 – 26.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	LVA
Label:	LEADERSHIP VA
Definition of Variable:	Code that identifies an employee who currently participates in or has participated in the LVA program. Used for tracking purposes.
Data Type:	Character, 1
When Coded:	Used only when authorized and instructed by VA Central Office.
Variable Values:	This variable has single letter values “A” – “F.”
Remarks:	None

Variable Name:	LWOP
Label:	LWOP/NONPAY IND - MORE THAN 30 DAYS
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values “N” and “Y.”
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	LWOPMGR
Label:	LEAVE WITHOUT PAY - MGRS - SUPERVISORS
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has an unspecified range of numeric values indicating the number of days a manager/supervisor took leave without pay.
Remarks:	None

Variable Name:	LWOPPROB
Label:	LWOP PROBATIONARY PERIOD
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of numeric values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	LWOPSES
Label:	LEAVE WITHOUT PAY – SES
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has an unspecified range of numeric values indicating the number of days a SES employee took leave without pay.
Remarks:	SES stands for senior executive service.

Variable Name:	LWOPST
Label:	LWOP THIS SALARY STEP
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of numeric values which contain up to two decimal places.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	LWOPT38
Label:	EXTENDED LWOP TITLE 38 EDUCATION
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	The values of this variable are “Y” and “N.”
Remarks:	Nearly 100% of employees in the datasets we reviewed had a value of “N.”

Variable Name:	MAJOR
Label:	COLLEGE MAJOR
Definition of Variable:	Indicates the major field of study in certain educational areas.
Data Type:	Character, 6
When Coded:	<ol style="list-style-type: none"> 1. Accessions when the employee has attained a degree prior to employment 2. When the data is updated on VA Form 4637: Employee Educational Data 3. Each time the YEAR OF DEGREE (YRDEGREE) field is coded.
Variable Values:	<p>Variable values are presented starting on page two of VA Form 4637. Click on the following hyperlink to view the document: http://vaww.va.gov/vaforms/va/pdf/VA4637.pdf. Additional information on the variable can be found under ‘Instructional Program’ on the following page: http://vaww.va.gov/HRIS/PAID_Coding.asp.</p>
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	MEDMILSP
Label:	MEDICAL MILITARY OCCUPATION SPECIALTY
Definition of Variable:	Used to identify employees who are veterans and who have a medical military occupation specialty.
Data Type:	Character, 1
When Coded:	For all accessions when an employee has Veterans preference code 2, 3, 4, 6, or an appropriate alpha substitute code and has a medical military occupation specialty.
Variable Values:	The values of this variable are “Y” and “N.”
Remarks:	None

Variable Name:	MEDRES
Label:	Unknown (MEDRES)
Definition of Variable:	Unknown
Data Type:	Character, 3
When Coded:	Unknown
Variable Values:	The values of this variable are “Yes” and “No.”
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	MILLVBAL
Label:	MILITARY LEAVE BALANCE- DAYS FISCAL YEAR TO DATE
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unspecified range of numeric values which contain up to two decimal places.
Remarks:	None

Variable Name:	MILLVIND
Label:	MILITARY LEAVE ELIGIBILITY INDICATOR
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	The values of this variable are “0”, “1” and “2”. A value of “1” or “2” indicates that an employee has leave from military service but the distinction between these two variables is not made.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	MONOWK
Label:	MONTHLY NON WORK -NON PAY STATUS
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	The values of this variable are “Y” and “N.”
Remarks:	None

Variable Name:	NONPAY
Label:	EMPLOYEE NOT PAID THROUGH PAID SYSTEM
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	The values of this variable are “Y” and “N.”
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	NORMHRS
Label:	NORMAL HOURS
Definition of Variable:	Provides the number of hours an employee is scheduled to work each biweekly pay period.
Data Type:	Numeric, 8
When Coded:	For all accessions and each time the duty basis and/or normal hours worked each biweekly pay period changes.
Variable Values:	The variable has values 1 – 80.
Remarks:	None

Variable Name:	NPANLVDY
Label:	NON-PAYABLE ANNUAL LEAVE DAYS
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	All values for this variable in datasets we reviewed were 0.
Remarks:	None

Master File Variable Descriptions Continued

Variable Names:	NURCLEX1 and NURCLEX2
Labels:	PCD NURSE CLINICAL EXPERIENCE – 1 and 2
Definition of Variable:	The type of clinical nursing experience (at least one year in duration), which the employee has had. This data element consists of two categories: 1st Clinical Experience and 2nd Clinical Experience.
Data Type:	Character, 1
When Coded:	This variable is no longer used.
Variable Values:	These variables have values of 0 and A – U. The meanings of these variables are unknown. We were unable to obtain this information from Central Office as the variables are now obsolete. See remarks section below.
Remarks:	Per a conversation with an HR specialist at Central Office, this information should no longer be entered into the PAID system. However, information on these variables still remains in the PAID system from previous entries.

Master File Variable Descriptions Continued

Variable Names:	NURFNEX1 and NURFNEX2
Labels:	PCD NURSE FUNCTIONAL EXPERIENCE – 1 and 2
Definition of Variable:	The type of functional nursing experience the employee has. This data element consists of two categories: 1ST FUNCTIONAL EXPERIENCE and 2ND FUNCTIONAL EXPERIENCE.
Data Type:	Character, 1
When Coded:	This variable is no longer coded.
Variable Values:	These variables have values of 0 and A – E. The meanings of these variables are unknown. We were unable to obtain this information from Central Office as the variables are now obsolete. See remarks section below.
Remarks:	Per a conversation with an HR specialist at Central Office, this information should no longer be entered into the PAID system. However, information on these variables still remains in the PAID system from previous entries.

Master File Variable Descriptions Continued

Variable Name:	NURSPRGC
Label:	PCD NURSE – COMPLETED SPECIAL PROGRAM
Definition of Variable:	This element is a code which indicates when an employee has completed either the VA Health Professional Scholarship Program or the VA Masters Education in Nursing Administration Program.
Data Type:	Character, 2
When Coded:	When an employee completes one of the above-mentioned programs; when the YEAR COMPLETED field contains input; and when correcting and deleting previously entered data.
Variable Values:	This variable has values “Y” and “N” or an unspecified range of two-digit numbers that correspond to the year the program was completed.
Remarks:	None

Variable Name:	OCC4
Label:	OCCUPATIONAL SERIES CODE
Definition of Variable:	A subdivision of an occupational group or job family consisting of positions similar in specialized line of work and qualification requirements. For example, 0840 is the Series Code for Nuclear Engineering and 1051 is the Series Code for Music Specialists.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable consists of multiple three-digit numeric values. Please see the following link for information about the occupational series codes: http://www.opm.gov/fedclass/gshbkocc.pdf .
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	OCC6
Label:	OCCUPATIONAL SERIES AND TITLE CODE (CHAR)
Definition of Variable:	Code that identifies the subdivision of an occupational family or group under which an employee's position is classified.
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values 0-9. The meanings of these values are unknown. In most cases, this variable value is equal to the OCC6R variable value.
Remarks:	None

Variable Name:	OCC6R
Label:	OCCUPATIONAL SERIES AND TITLE CODE (CHAR)
Definition of Variable:	Code that identifies the subdivision of an occupational family or group under which an employee's position is classified.
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values 0-9. The meanings of these values are unknown. In most cases, this variable value is equal to the OCC6 variable value.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	OCCENG
Label:	OCCUPATION SERIES AND TITLE CODE DESCRIPTION
Definition of Variable:	Text label of the code that identifies the subdivision of an occupational family or group under which an employee's position is classified.
Data Type:	Character, 25
When Coded:	Unknown
Variable Values:	This variable has multiple text values which correspond to the numeric values of the occupational series and title code (OCCUP). Some example values of this variable are, "Nurse", "Physician", and "Psychiatric Nursing Asst."
Remarks:	None

Variable Name:	OCCUP
Label:	OCCUPATIONAL SERIES TITLE CODE
Definition of Variable:	Code that identifies the subdivision of an occupational family or group under which an employee's position is classified.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	The variable has multiple four-digit numeric values. The first three digits correspond to the OCC4 variable values. See the following link for more information: http://www.opm.gov/fedclass/gshbkocc.pdf .
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	ORGCODE
Label:	ORGANIZATION CODE
Definition of Variable:	Unknown
Data Type:	Character, 4
When Coded:	Unknown
Variable Values:	This variable has an unspecified range of four-digit numeric values. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	OST
Label:	OCCUPATIONAL SERIES TITLE CODE
Definition of Variable:	Code that identifies the subdivision of an occupational family or group under which an employee's position is classified.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	The first three characters of this variable's values are described in the following document: http://www.opm.gov/fedclass/gshbkocc.pdf . The meanings of the last two characters of the variable's values are unknown.
Remarks:	The first three characters of the values of this variable are equal to the CSRCODE variable (minus the leading 0) in the History File.

Master File Variable Descriptions Continued

Variable Name:	OWCPBEN
Label:	OWCP BENEFICIARY
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	The values of this variable are “N” (no), “Y” (yes), and “M.” The meaning of the “M” value is unknown.
Remarks:	OWCP stands for Office of Workers' Compensation Program

Master File Variable Descriptions Continued

Variable Name:	PAYB	
Label:	PAY BASIS	
Definition of Variable:	Code identifies the principal condition in terms of time, production, or other criteria that serve as a basis for computing pay.	
Data Type:	Character, 1	
When Coded:	For all accessions; each time the employee's pay basis changes; for all actions retroactive for more than 50 weeks; corrections and cancellations; and for all actions for employees on grade retention (coded as pay basis H, J or X).	
Variable Values:	CODE	DESCRIPTION
	1. PER ANNUM (PA)	
	1	Use when an employee's salary matches the current salary table for the employee's annual rate pay plan and none of the codes below apply. Also used for PMRS (pay plan B) employees whose salary is above the minimum rate and below the maximum rate for their grade on the General Schedule.
	A	General Schedule employee with a combination of special rate, 5 USC 5305 or 38 USC 7455, and superior qualifications rate.
	B	General Schedule employee with superior qualifications rate authorized to recruit and retain well-qualified employees.
	C	Above minimum rate of grade authorized for General Schedule supervisors of wage employees.
D	General Schedule employees paid under a 5 USC 5305 or 38 USC 7455 special salary schedule or Title 38 physician assistant paid a special salary rate under 38 USC 7455.	

Master File Variable Descriptions Continued

CODE	DESCRIPTION
3	Used when a per annum salary for a graded position does not match the current salary table and is not covered by codes A through D above or H or J below, e.g., saved salary or retained rate, retroactive correction when salary rate coded does not match current salary schedule, etc. Also used for medical and dental residents under full disbursement agreements. (See instructions for INTERN field.) May also be used when a PMRS (pay plan B) employee's rate falls below the minimum rate or above the maximum rate of the grade on the current General Schedule, e.g., for retroactive corrections, when special rates are approved for PMRS employees, OR when authorized by VA Central Office for certain medical or dental resident schedules.
H	General Schedule or annual rate Canteen employee entitled to grade retention. Pay basis codes H, J or X always apply to the retained grade.
J	General Schedule or annual rate Canteen employee paid from a special salary rate schedule and entitled to grade retention. Pay basis codes H, J or X always apply to the retained grade.
2. PER HOUR (PH)	
2	Per Hour
E	Retained rate resulting from application of OPM job grading standards to wage jobs under FWS.
F	Retained average aggregate rate when night pay was included in the computation of the aggregate rate.
4	Retained average aggregate rate when night pay was not included in the computation of the aggregate rate.
5	Retained rate after change to lower grade, expiration of grade retention or upon move to a different wage area.
7	Used for retroactive corrections when wage rate coded does not match current wage schedule or was for a different wage area. May also be used when wage system employees are located in a wage area different from the servicing station. (Use with within-grade eligibility code 6.)
X	Wage employee (pay plan codes 1-7, H or U) entitled to grade retention. Pay basis codes H, J or X always apply to the retained grade.

Master File Variable Descriptions Continued

	CODE	DESCRIPTION
	3. OTHER	
	9	Per Diem (PD)
	0	Per Annum Consultant and Attending (Fee Basis)
	P	Canteen Pieceworkers (PW)
Remarks: None		

Variable Name:	PAYCAP
Label:	P& D PAY CAP
Definition of Variable:	To be used if physician or dentist's pay is authorized to exceed the pay cap set by the Under Secretary for Health.
Data Type:	Numeric, 8
When Coded:	This field is only coded when a physician or dentist's pay is set at an amount that is not automatically capped by the Under Secretary for Health or legislative restrictions.
Variable Values:	This variable has an unspecified range of dollar amounts up to seven digits in length.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	PAYCHG
Label:	BASE PAY CHANGE YEAR
Definition of Variable:	This variable indicates the most recent year in which the employee's base pay rate changed.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has one-digit numeric values 0-9. The value refers to the last digit of the most recent year in which the employee's base pay rate changed. For example, if an employee's base pay rate most recently changed in 2006, the PAYCHG value is 6.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name: PAYP			
Label: PAY PLAN			
Definition of Variable: Code identifies the pay system under which the employee's compensation is determined.			
Data Type: Character, 2			
When Coded: For all accessions, for all actions related to grade retention, i.e., pay basis H, J or X and for other actions when the pay plan changes.			
Variable Values:	PAYP CODE	PPLAN CODE	PAY CATEGORY
	GS	A	General Schedule
	CA	A	Board of Contract Appeals – VACO use only
	SL	A	Senior Level (SL positions) – Use only when authorized by VACO
	GW	A	Stay-In-School under Sch. A, classified under and paid at GS rate
	GM	B	General Schedule employees subject to PMRS
	WG	1	FWS Regular Non-Supervisory Wage Schedule
	WL	2	FWS Regular Leader Wage Schedule
	WS	3	FWS Regular Supervisory Wage Schedule
	WD	4	FWS Special Production Facilitating Wage Schedule
	NA	5	Federal NAF Wage System Non-Supervisory Schedule
	NL	6	Federal NAF Wage System Leader Schedule
	NS	7	Federal NAF Wage System Supervisory Schedule
	WB	G	Purchase and Hire

Master File Variable Descriptions Continued

	PAYP CODE	PPLAN CODE	PAY CATEGORY
	WW	1 or 5	Stay-In-School under Sch. A 213.3102(w), classified under and paid at a regularly established wage system rate
	YV	G	Summer Aid under Sch A 213.3102(v) paid the FLSA minimum wage
	YW	G	Student Aid under Sch. A 213.3102(w), paid the FLSA minimum wage
	VM	J	Physicians, Dentists, (Pay category 38 USC 7404)
	VN	K	Nurses (Pay category 7404), Physician Assistants and Expanded-Functional Dental Auxiliaries (Pay category 38 USC 4107(f))
	VP	P	Clinical Podiatrists and Optometrists (Pay category 38 USC 7404)
	AD	L	Physician and Dentists (Pay category 7405)
	AD	M	Nurses (including Graduate Nurse Technicians), Physician Assistants and Expanded Function Dental Auxiliaries (Pay category 38 USC 7504)
	AD	N	Paramedical and other Non-Medical (Pay category 38 USC 7405)
	AD	Q	Clinical Podiatrists and Optometrists (Pay category 38 USE 7405)
	AD	R	Hospital Administration Residents and Interns (Pay category Sch. B 213.3202(b))
	AD	S	Non-U.S. Citizens – Manila
	VC	U	Canteen retail, Clerical, Administrative Wage Schedule and Annual Rate, and Pieceworkers

Master File Variable Descriptions Continued

	PAYP CODE	PPLAN CODE	PAY CATEGORY
	EF	T	Experts and Consultants (Pay category 5 USC 3109)
	ES	E	Senior Executive Service
	EX	W	Secretary of VA, Deputy Secretary, Chief Benefits Director, Chief Medical Director, Assistant Secretaries, Inspector General, General Counsel, Director Veterans Canteen Service and Chairman, Board of Veterans Appeals
	SR	X	Deputy Chief Medical Director, Physicians, Dentists, Nurses and Others (Pay category 38 USC 7404)
Remarks: None			

Master File Variable Descriptions Continued

Variable Name:	PDVERF
Label:	P& D ANNUAL VERIFICATION CODE
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values “Y” and “N.”
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	PERF	
Label:	PERFORMANCE CODE	
Definition of Variable:	The variable indicates an employee's performance rating or indicates that no rating was given.	
Data Type:	Character, 1	
When Coded:	Unknown	
Variable Values:	CODE	DESCRIPTION
	5	Outstanding
	4	Highly Successful/Excellent/High Satisfactory
	3	Fully Successful/Satisfactory
	2	Minimally Successful/Minimally Satisfactory/Low Satisfactory
	1	Unacceptable/Unsatisfactory
	X	Not Rated (For new appointments and for employees whose rating period was unable to be extended, e.g. extended LWOP).
	Z	Exclusion (Applies to those employees excluded from the Performance Appraisal requirements. Refer to VA Handbook 5013.)
Remarks:	None	

Master File Variable Descriptions Continued

Variable Name:	POSNO6
Label:	POSITION NUMBER 6
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	Unknown
Remarks:	None

Variable Name:	POSRES
Label:	P& D SPECIAL PAY COMPONENT – POSTION RESPONSIBILITY
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has multiple dollar amount values that do not contain decimal places.
Remarks:	This variable does not appear in the CY06 and CY07 datasets.

Master File Variable Descriptions Continued

Variable Name: PPLAN			
Label: PAY PLAN			
Definition of Variable: Code identifies the pay system under which the employee's compensation is determined.			
Data Type: Character, 1			
When Coded: For all accessions, for all actions related to grade retention, i.e., pay basis H, J or X and for other actions when the pay plan changes.			
Variable Values:	CODE	PPLAN CODE	PAY CATEGORY
	GS	A	General Schedule
	CA	A	Board of Contract Appeals – VACO use only
	SL	A	Senior Level (SL positions) – Use only when authorized by VACO
	GW	A	Stay-In-School under Sch. A, classified under and paid at GS rate
	GM	B	General Schedule employees subject to PMRS
	WG	1	FWS Regular Non-Supervisory Wage Schedule
	WL	2	FWS Regular Leader Wage Schedule
	WS	3	FWS Regular Supervisory Wage Schedule
	WD	4	FWS Special Production Facilitating Wage Schedule
	NA	5	Federal NAF Wage System Non-Supervisory Schedule
	NL	6	Federal NAF Wage System Leader Schedule
	NS	7	Federal NAF Wage System Supervisory Schedule
	WB	G	Purchase and Hire
WW	1 or 5	Stay-In-School under Sch. A 213.3102(w), classified under and paid at a regularly established wage system rate	

Master File Variable Descriptions Continued

	CODE	PPLAN CODE	PAY CATEGORY
	YV	G	Summer Aid under Sch A 213.3102(v), paid the FLSA minimum wage
	YW	G	Student Aid under Sch. A 213.3102(w) paid the FLSA minimum wage
	VM	J	Physicians, Dentists, (Pay category 38 USC 7404)
	VN	K	Nurses (Pay category 7404), Physician Assistants and Expanded-Functional Dental Auxiliaries (Pay category 38 USC 4107(f))
	VP	P	Clinical Podiatrists and Optometrists (Pay category 38 USC 7404)
	AD	L	Physician and Dentists (Pay category 7405)
	AD	M	Nurses (including Graduate Nurse Technicians), Physician Assistants and Expanded Function Dental Auxiliaries (Pay category 38 USC 7504)
	AD	N	Paramedical and other Non-Medical (Pay category 38 USC 7405)
	AD	Q	Clinical Podiatrists and Optometrists (Pay category 38 USE 7405)
	AD	R	Hospital Administration Residents and Interns (Pay category Sch. B 213.3202(b))
	AD	S	Non-U.S. Citizens – Manila
	VC	U	Canteen retail, Clerical, Administrative Wage Schedule and Annual Rate, and Pieceworkers
	EF	T	Experts and Consultants (Pay category 5 USC 3109)
	ES	E	Senior Executive Service

Master File Variable Descriptions Continued

	PAYP CODE	PPLAN CODE	PAY CATEGORY
	EX	W	Secretary of VA, Deputy Secretary, Chief Benefits Director, Chief Medical Director, Assistant Secretaries, Inspector General, General Counsel, Director Veterans Canteen Service and Chairman, Board of Veterans Appeals
	SR	X	Deputy Chief Medical Director, Physicians, Dentists, Nurses and Others (Pay category 38 USC 7404)
Remarks: None			

Master File Variable Descriptions Continued

Variable Name:	PRD		
Label:	PAY RATE DETERMINANT		
Definition of Variable:	Identifies special factors that were considered in determining an employee's salary.		
Data Type:	Character, 1		
When Coded:	For all accessions and for all other personnel actions which reflect a change to the PRD code.		
Variable Values:	CODE	DESCRIPTION	APPLICABILITY
	Ø	Regular Rate	Use this code for all employees, regardless of pay system, who receive a scheduled rate and for whom none of the following codes apply.
	2	Saved Rate – Indefinite	Employee is paid, without time limitation, at a pay rate above the maximum rate for the grade (or for purposes of paragraph (c), the SES rate range) when: (a) on or before June 30, 1984, the Foreign Service domestic employee was converted to the General Schedule in accordance with P.L. 96-465; (b) prior to January 11, 1979 (the effective date of section 801(a) of the Civil Service Reform Act (CSRA), P.L. 95-454, 92 Stat. 1111), the employee and his or her position had been converted from one pay plan to another under appropriate authority and the employee was not entitled to either grade or pay retention (codes A, B, J, K, U, or V below) on the effective date of the CSRA; or (c) after January 11, 2004, the SES member is paid above level III of the Executive Schedule and he or she may not suffer a reduction in pay under 5 CFR 534.404(h)(2) as a result of transferring from an agency with a maximum SES rate of basic pay equal to the rate for level II of the Executive Schedule to an agency with a maximum SES rate of basic pay equal to the rate for level III of the Executive Schedule, or he or she may

Master File Variable Descriptions Continued

CODE	DESCRIPTION	APPLICABILITY
		not suffer a reduction in pay under 5 CFR 534.403(b) because his or her agency's applicable SES performance appraisal system is suspended under 5 CFR 430.405(h).
3	Retained Pay – Special Rate Adjustment	Employee is receiving retained pay due to: (1) a downward adjustment of a special rate range that left the employee with a pay rate higher than the highest pay rate in the new special rate range; or (2) abolishment of a special rate range that left the employee with a pay rate in excess of the top rate of the grade. References: 5 U.S.C. 5363(a)(2) and 5 CFR 536.104 (a)(3)
4	Saved Rate – Other	Employee is receiving saved rate pay at a pay rate above the regular rate <u>and</u> no other code is applicable. (This code is not applicable for saved rates under the Federal Wage System and is not applicable for saved rates under the General Schedule <u>except</u> when authorized by 5 CFR 531.205(a)(3), e.g., for employees promoted from special rate positions to non-special rate positions.) Also use when a firefighter is entitled to a type of saved rate- i.e. a retained rate under 5 CFR 550.1308(a) or a protected rate under 5 CFR 550.1308(b).
5	Special and Superior Qualification Rates	For use when PRD codes “6” and “7” below are both applicable. NOTE: Code “5” is used only on the action that the employee was appointed at a superior qualifications rate within a special rate range; code “6” is used on subsequent actions while the employee continues to receive a special rate of pay. When processing an automatic Within-Grade Increase, the Austin Finance Center will change this code to “6”.

Master File Variable Descriptions Continued

CODE	DESCRIPTION	APPLICABILITY
6	Special Rate	Employee is paid at a special rate, established under appropriate authority to recruit or retain well-qualified individuals in selected occupations and locations. (If the employee is also entitled to a retained grade, use code “E” or “F,” as appropriate. If the employee is also entitled to an above-minimum entrance rate, use code “#.”) References: 5 U.S.C. 5305; 5 U.S.C. 5343(a)(1)(A)(ii); and 5 U.S.C. 5343(a)(1)(B)(ii)
#	Special Rate <u>and</u> Above-Minimum Entrance Rate	Employee is paid at a rate higher than the minimum rate of a special rate schedule to enable the VA to recruit well-qualified individuals in selected occupations and locations. This code is a combination of codes “6” and “*.” NOTE: This is a VA code used for authorizations under 38 U.S.C. 7455. Code “6” will be printed on SF 50-B’s. Upon processing an automatic Within-Grade Increase, the Austin Finance Center will change this code to “6.”
7	Superior Qualifications Rate	Employee is hired at a pay rate above the minimum rate of the grade. This rate is established under appropriate authority to enable the Government to recruit well-qualified employees. NOTE: Code “7” is used only on the action that the employee was appointed at a superior qualifications rate; code “0” or another appropriate code is used on actions subsequent to the appointment action. Upon processing of an automatic Within-Grade Increase, the Austin Finance Center will change this code to “0.” References: 5 U.S.C. 5333; 5 CFR 531.203(b); and 38 U.S.C. 7408(b)

Master File Variable Descriptions Continued

	CODE	DESCRIPTION	APPLICABILITY
	*	Above-Minimum Entrance Rate	Employee is paid at a rate higher than the minimum rate of a regular rate schedule to enable the VA to recruit well-qualified individuals in selected occupations and locations. NOTE: This is a VA code used for authorizations under 38 U.S.C. 7455. Code “0” will be printed on SF 50-B’s. Upon processing an automatic Within-Grade Increase, the Austin Finance Center will change this code to “0.”
	A	Retained Grade – Different Position	Employee retains grade for a 2-year period, but is occupying a different position than that held before the grade reduction. (If employee is also entitled to a special rate in the retained grade, use code “E.”) References: 5 U.S.C. 5362 and 5 CFR 536.103
	B	Retained Grade – Same Position	Employee retains grade for a 2-year period and continues to occupy the same position held before the grade reduction. (If employee is also entitled to a special rate in the retained grade, use code “F.”) References: 5 U.S.C. 5362 and 5 CFR 536.103
	C	Critical Position Pay	Employee is receiving pay greater than would otherwise be payable for the employee’s position because the position has been designated critical by the Office of Management and Budget (OMB) in consultation with the Office of Personnel Management (OPM). Reference: 5 U.S.C. 5377
	E	Retained Grade <u>and</u> Special Rate – Different Position	Employee retains grade for a 2-year period, is entitled to a special rate in the retained grade, but is occupying a different position than that held before the grade reduction.

Master File Variable Descriptions Continued

	CODE	DESCRIPTION	APPLICABILITY
	F	Retained Grade and Special Rate – Same Position	Employee retains grade for a 2-year period, is entitled to a special rate in the retained grade, and is occupying the same position held before the grade reduction.
	J	Retained Pay – Same Position	Employee is receiving a retained rate of pay under 5 U.S.C. 5363(a)(1) or (3), or 5 CFR 536.104 (except 536.104(a)(3)) and continues to occupy the same position held before the reduction in grade or other action that otherwise would have resulted in a reduction in basic pay. NOTE: The employee’s pay rate may have been reduced to 150 percent of the maximum rate of basic pay payable for the present grade of the position.
	K	Retained Pay – Different Position	Employee is receiving a retained rate of pay under 5 U.S.C. 5363(a)(1) or (3), or 5 CFR 536.104 (except 536.104(a)(3)) but is currently occupying a different position than that held before the reduction in grade or other action that otherwise would have resulted in a reduction in basic pay. NOTE: The employee’s pay rate may have been reduced to 150 percent of the maximum rate of basic pay payable for the present grade of the position now occupied.
	M	Continued IGA/LEO Pay	[This is NOT a new code; however it has not been in the manual since WIST works directly with stations that have these employees. Employee continues to receive an adjusted annual rate of pay based on a nationwide or worldwide special salary rate. The employee should be paid the dollar amount of the General Schedule increase or the dollar amount of the increase in the special salary rate, whichever is less, at the time of an ECI adjustment. Reference: 5 CFR 531.703 or 5 CFR 531.307.

Master File Variable Descriptions Continued

CODE	DESCRIPTION	APPLICABILITY
P	Preserved IGA Pay [Prior GAP]	[This is NOT a new code; however, it has not been in the manual since WIST works directly with stations that have these employees.] Employee is a Department of Veterans Affairs (VA) physician or dentist authorized under 38 U.S.C. 7401(1) and 7405(a)(1)(A) at VA facilities in the San Francisco-Oakland-San Jose, CA, Consolidated Metropolitan Statistical Area (CMSA) whose 8 percent interim geographic adjustment (IGA) was preserved when the San Francisco CMSA was removed as an IGA area in January 1995.
R	Retained Pay – SES Removal	A former career Senior Executive Service (SES) employee is receiving a retained rate of pay under 5 U.S.C. 3594 and 5 CFR 359.705 following removal from the SES.
S	Continued SES Basic Pay	A Senior Executive Service (SES) career employee appointed to a position for which the rate of basic pay payable is equal to or greater than the rate payable for level V of the Executive Schedule and the employee elects to continue to receive basic pay as if remaining in the SES in accordance with 5 U.S.C. 3392(c) and 5 CFR Part 317, Subpart H.
U	Retained Grade and Retained Pay – Same Position	[NOTE: Very rarely appropriate and should be used only after close review; generally the PRD for Retained Grade or the PRD for Retained Pay is appropriate.] The employee: (1) has a retained grade (2) is receiving retained pay; and (3) continues to occupy the same position held immediately before the action that otherwise would have resulted in a reduction in basis pay, i.e., use this code only when code “J” would be appropriate if grade retention were not also applicable. References: 5 U.S.C. 5362; 5 U.S.C. 5363 and 5 CFR Part 536

Master File Variable Descriptions Continued

	CODE	DESCRIPTION	APPLICABILITY
	V	Retained Grade and Retained Pay – Different Position	[NOTE: Very rarely appropriate and should be used only after close review; generally the PRD for Retained Grade or the PRD for Retained Pay is appropriate.] The employee: (1) has a retained grade; (2) is receiving retained pay; and (3) is currently occupying a position different from that held immediately before the action that otherwise would have resulted in a reduction in basis pay, i.e., use this code only when code “K” would be appropriate if grade retention were not also applicable. References: 5 U.S.C. 5362; 5 U.S.C. 5363 and 5 CFR Part 536
Remarks: None			

Master File Variable Descriptions Continued

Variable Name:	PREAPTEX
Label:	PRE-APPOINTMENT EXPERIENCE CODE
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values 1 – 6 and “Y.” The meanings of these values are unknown.
Remarks:	This variable does not appear in the CY06 or CY07 datasets.

Variable Name:	PREMIND
Label:	PREMIUM PAY INDICATOR T38 AND CERTAIN GS EMPLOYEES
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	The values of this variable are “A”, “F”, “E”, “S”, “T”, and “X.” The meanings of these values are unknown.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	PREMPCT
Label:	PREMIUM PAY PERCENT
Definition of Variable:	Represents the percent of salary payable for regularly scheduled standby duty.
Data Type:	Numeric, 8
When Coded:	To restore standby premium pay to an employee for whom it was erroneously deleted. This block is completed only for employees with authorized pay retention of standby premium pay when the standby entitlement exceeds the amount of pay for on-call pay in a certain pay period.
Variable Values:	Variable values are percentages that may include up to one decimal point. For example, some values are 10, 12.5, and 18.
Remarks:	None

Variable Name:	PRGR
Label:	PROPER GRADE
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has values 1 – 15.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	PROBAPPT
Label:	PROBATIONARY APPOINTMENT
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values “Y” and “N.”
Remarks:	None

Variable Name:	PROBMGR
Label:	PROBATIONARY FOR MANAGERS AND SUPERVISORS
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values “Y” and “N.”
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	PROBSES
Label:	PROBATIONARY FOR SENIOR EXECUTIVE SERVICE
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values “Y” and “N.”
Remarks:	None

Variable Name:	PRPAYP
Label:	PROPER PAY PLAN
Definition of Variable:	Unknown
Data Type:	Character, 2
When Coded:	Unknown
Variable Values:	This variable has values “GS” and blank.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	PRVAEXP2
Label:	PRIOR VA EXPERIENCE STUDENT/INTERN/RESIDENT - 2
Definition of Variable:	Unknown
Data Type:	Character, 5
When Coded:	Unknown
Variable Values:	Unknown
Remarks:	This variable does not appear in the CY06 and CY07 datasets.

Variable Name:	PRVAEXP8
Label:	PRIOR VA EXPERIENCE OTHER - 8
Definition of Variable:	Unknown
Data Type:	Character, 5
When Coded:	Unknown
Variable Values:	Unknown
Remarks:	This variable does not appear in the CY06 and CY07 datasets.

Master File Variable Descriptions Continued

Variable Name:	RATPDMTH
Label:	RATING PERIOD MONTH
Definition of Variable:	Month that the employee receives his/her performance rating.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has values 1 – 12.
Remarks:	None

Variable Name:	RATPDYR
Label:	RATING PERIOD YEAR
Definition of Variable:	Year that the employee received his/her last performance rating.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has multiple four-digit year values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name: RATPTRN		
Label: RATING PATTERN		
Definition of Variable: The specific summary levels which can be assigned to a rating of record under an appraisal program.		
Data Type: Character, 1		
When Coded: Unknown		
Variable Values:	CODE	DESCRIPTION
	A	Summary levels 1 and 3, Use for pass/fail programs.
	B	Summary levels 1, 3, and 5.
	C	Summary levels 1, 3, and 4.
	D	Summary levels 1, 2, and 3.
	E	Summary levels 1, 3, 4, and 5.
	F	Summary levels 1, 2, 3 and 5.
	G	Summary levels 1, 2, 3, and 4.
	H	Summary levels 1, 2, 3, 4, and 5. Now coded for all employees.
Remarks: None		

Master File Variable Descriptions Continued

Variable Name:	RESLV1
Label:	RESTORED ANNUAL LEAVE 1
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has multiple one to four digit values which may include up to two decimal places.
Remarks:	None

Variable Name:	RESLV2
Label:	RESTORED ANNUAL LEAVE 2
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has multiple one to four digit values which may include up to two decimal places.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	RET		
Label:	RETIREMENT CODE		
Definition of Variable:	Identifies the retirement system and type of retirement that covers an employee.		
Data Type:	Character, 1		
When Coded:	Unknown		
Variable Values:	CODE	TYPE OF COVERAGE	ABBREVIATION
	1	Civil Service Retirement System (Full deduction – 7%)	Full CSRS
	2	FICA (Social Security)	FICA
	4	None	None
	6	Civil Service Retirement System – Special (Use for firefighters and covered law enforcement officers only. Full deduction – 7.5%)	CSRS-Spec
	C	Civil Service Retirement System Offset (CSRS deduction and FICA total 7%)	CSRS Offset
	E	Civil Service Retirement System Offset – Special – (Use for firefighters and covered law enforcement officers only. CSRS deduction and FICA total 7.5%)	CSRS Offset – Spec
	K	Federal Employees’ Retirement System (FERS deduction and FICA total 7%) Also use for NAF Coverage along with NAF Indicator	FERS
	M	Federal Employees’ Retirement System – Special – (Use for firefighters and covered law enforcement officers only. FERS deduction and FICA total 7.5%)	FERS-Spec
	R*	FICA and Civil Service Retirement System (Full CSRS deduction of 7% plus full FICA deduction)	FICA and Full CSRS

Master File Variable Descriptions Continued

	CODE	TYPE OF COVERAGE	ABBREVIATION
	T*	Civil Service Retirement System – Special and FICA – (Used for firefighters and covered law enforcement officers only. Full CSRS-Special deduction of 7.5% plus full FICA deduction)	FICA and Full CSRS Spec
Remarks:	Codes R and T have very limited application in the VA (VACO only) and generally will not be used by field stations. In rare instances, i.e., when an employee with code R or T transfers to a field station in the middle of a pay period or when an employee in another agency with the code transfers to the VA, they may be input by field stations.		

Variable Name:	RETALLOW
Label:	RETENTION ALLOWANCE
Definition of Variable:	Dollar amount given to employee as a retention incentive.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has an unspecified range of dollar amount values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	RETMIL	
Label:	RETIRED MILITARY INDICATOR	
Definition of Variable:	Identifies an employee who is a retired member of a military service. Also indicates whether the employee's retirement pay is subject to reduction.	
Data Type:	Numeric, 8	
When Coded:	For all accessions, when an employee has veterans preference code 2, 3, 4, 6 or an appropriate alpha substitute code and is a retiree of the uniformed services.	
Variable Values:	CODE	DESCRIPTION
	ENLISTED PERSONNEL	
	A	Retired on immediate annuity or transferred to the Fleet Reserve or Fleet Marine Reserve with retainer pay on or before January 11, 1979.
	B	Retired on immediate annuity or transferred to the Fleet Reserve or Fleet Marine Reserve with retainer pay on or after January 12, 1979.
	C	Retired on deferred annuity but not subject to 5 USC 5532(c) because of the savings provision contained in section 308(g)(2), Public Law 95-454.
	D	Retired on deferred annuity, all other.
	RESERVE OFFICERS	
	E	Retired on immediate annuity on or before January 11, 1979.
	F	Retired on immediate annuity on or after January 12, 1979.
	G	Retired on deferred annuity but not subject to 5 USC 5532(c) as a result of the savings provision contained in section 308(g)(2), Public Law 95-454.
	H	Retired on deferred annuity, all other.
	J	Retired on or before January 11, 1979 but no exception to 5 USC 5532(b) has been granted.
	K	Retired on or before January 11, 1979 and exception to 5 USC 5532(b) has been granted.
	L	Retired on or after January 12, 1979 but no exception to 5 USC 5532(b) has been granted.

Master File Variable Descriptions Continued

	CODE	DESCRIPTION
	M	Retired on or after January 12, 1979 and an exception to 5 USC 5532(b) has been granted.
	N	Retired on or after January 12, 1979 and an exception to 5 USC 5532(c) has been granted.
	P	Retired on or after January 12, 1979 and exceptions to 5 USC 5532 (b) and (c) have been granted.
Remarks: None		

Variable Name:	RETMILDC
Label:	RETIRED MILITARY/ DUAL COMP
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	Unknown
Remarks:	This variable is no longer coded. However, old data still exists in the PAID system.

Master File Variable Descriptions Continued

Variable Name:	RNO
Label:	RACE AND NATIONAL ORIGIN CODE
Definition of Variable:	Represents the designation of an employee's ethnicity and race identification.
Data Type:	Character, 1
When Coded:	For all accessions and as updates to the PAID Master Files to correct the RNO code. A code is not required for Foreign Nationals employed in Manila, PI. A code is not required when an employee changes Social Security Numbers.
Variable Values:	Unknown. We did not request to receive this information as this variable is highly confidential.
Remarks:	None

Variable Name:	RSTLVYR1
Label:	RESTORED ANNUAL LEAVE YEAR 1
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unknown
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	RSTLVYR2
Label:	RESTORED ANNUAL LEAVE YEAR 2
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unknown
Remarks:	None

Variable Name:	SALARY
Label:	SALARY PAYABLE
Definition of Variable:	Rate of compensation which is payable to an employee. The rate is used in computing salary payments. The rate does not include night differential or other premium pay.
Data Type:	Numeric, 8
When Coded:	For all accessions; each time the grade, step or salary changes; each time the grade or step is coded (except for certain grade retention actions); for all actions retroactive for more than 50 weeks; corrections and cancellations; and for all actions which change the retained salary for employees on grade retention.
Variable Values:	This variable has an unspecified range of dollar amount values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	SALDATE
Label:	SALARY DATE
Definition of Variable:	The salary date indicates the beginning of the employee's waiting period for the next step of the grade (within-grade increase, periodic step increase or longevity step increase).
Data Type:	Numeric, 8
When Coded:	For all accessions; each time NOA 702, 703, 713 or 893 is used; each time the employee begins a new waiting period (unless created automatically by the CFD during automatic WIG processing); and after processing the action which changes the employee's duty basis from intermittent to part-time or full-time.
Variable Values:	Multiple dates in SAS format.
Remarks:	None

Variable Name:	SALDT
Label:	SALARY DATE
Definition of Variable:	The salary date indicates the beginning of the employee's waiting period for the next step of the grade (within-grade increase, periodic step increase or longevity step increase).
Data Type:	Numeric, 8
When Coded:	For all accessions; each time NOA 702, 703, 713 or 893 is used; each time the employee begins a new waiting period (unless created automatically by the CFD during automatic WIG processing); and after processing the action which changes the employee's duty basis from intermittent to part-time or full-time.
Variable Values:	Multiple calendar dates in M/DD/YYYY or MM/DD/YYYY formats.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	SALDTD
Label:	SALARY DATE DAY
Definition of Variable:	The salary date day indicates the beginning of the employee's waiting period for the next step of the grade (within-grade increase, periodic step increase or longevity step increase).
Data Type:	Numeric, 8
When Coded:	For all accessions; each time NOA 702, 703, 713 or 893 is used; each time the employee begins a new waiting period (unless created automatically by the CFD during automatic WIG processing); and after processing the action which changes the employee's duty basis from intermittent to part-time or full-time.
Variable Values:	This variable has values 0 – 31.
Remarks:	None

Variable Name:	SALDTM
Label:	SALARY DATE MONTH
Definition of Variable:	The salary date month indicates the beginning of the employee's waiting period for the next step of the grade (within-grade increase, periodic step increase or longevity step increase).
Data Type:	Numeric, 8
When Coded:	For all accessions; each time NOA 702, 703, 713 or 893 is used; each time the employee begins a new waiting period (unless created automatically by the CFD during automatic WIG processing); and after processing the action which changes the employee's duty basis from intermittent to part-time or full-time.
Variable Values:	This variable has values 0 – 12.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	SALDTY
Label:	SALARY DATE YEAR
Definition of Variable:	The salary date year indicates the beginning of the employee's waiting period for the next step of the grade (within-grade increase, periodic step increase or longevity step increase).
Data Type:	Numeric, 8
When Coded:	For all accessions; each time NOA 702, 703, 713 or 893 is used; each time the employee begins a new waiting period (unless created automatically by the CFD during automatic WIG processing); and after processing the action which changes the employee's duty basis from intermittent to part-time or full-time.
Variable Values:	This variable has values 0 and multiple four-digit years.
Remarks:	None

Variable Name:	SALLIMC
Label:	SALARY LIMITATION CODE
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values 0, 1, 2. The meaning of these values is unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	SALLIMD
Label:	SALARY LIMITATION DOLLARS / HOURS
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has an unspecified range of dollar amount values.
Remarks:	None

Variable Name:	SALSCHED
Label:	SALARY SCHEDULED
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has an unspecified range of dollar amount values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	SCARCE
Label:	P& D SPECIAL PAY COMPONENT – SCARCE SPECIALTY
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	Unknown
Remarks:	None

Variable Name:	SCD
Label:	SERVICE COMPUTATION DATE
Definition of Variable:	Service Computation Date for Leave (SCD) is the date based on the employee’s prior federal civilian and military service used to determine the annual leave accrual rate for full-time and part-time employees. Intermittent employees do not earn leave.
Data Type:	Numeric, 8
When Coded:	For all accessions and when the Service Computation Date Leave is changed or corrected.
Variable Values:	This variable has many SAS date values. This date value is equal to the SERV variable.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	SCHED
Label:	SCHEDULE NUMBER
Definition of Variable:	Identifies the station locality pay system (LPS) schedule for Title 38 nurses and nurse anesthetists and the pay table for physicians and dentists at all stations.
Data Type:	Character, 4
When Coded:	Code at the time of appointment, transfer, or any other change when the employee is moved to a different LPS schedule. Coded at the time of appointment or reassignment if pay table changes.
Variable Values:	Nurse or nurse anesthetists schedule numbers are assigned by VACO in ascending numeric order, i.e., N001, N002, N003, etc. Physicians and dentists schedule numbers are based on pay table by assignment, i.e., P001, P002, etc.
Remarks:	None

Variable Name:	SCKLVBAL
Label:	SICK LEAVE BALANCE
Definition of Variable:	The number of hours of sick leave an employee possesses.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	SDA
Label:	SERVICE COMPUTATION DAY
Definition of Variable:	The day from the Service Computation Date (SCD) based on the employee's prior federal civilian and military service used to determine the annual leave accrual rate for full-time and part-time employees. Intermittent employees do not earn leave.
Data Type:	Numeric, 8
When Coded:	For all accessions and when the Service Computation Date Leave is changed or corrected.
Variable Values:	This variable has values 1 – 31.
Remarks:	None

Variable Name:	SEPIND
Label:	SEPARATION INDICATOR
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values "Y" and "N."
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	SERV
Label:	SERVICE COMPUTATION DATE DAY - LEAVE
Definition of Variable:	The day from the Service Computation Date (SCD) based on the employee's prior federal civilian and military service used to determine the annual leave accrual rate for full-time and part-time employees. Intermittent employees do not earn leave.
Data Type:	Numeric, 8
When Coded:	For all accessions and when the Service Computation Date Leave is changed or corrected.
Variable Values:	This variable contains calendar dates in the format M/D/YYYY, MM/D/YYYY, or MM/DD/YYYY. This date value is equal to the SCD SAS date value.
Remarks:	None

Variable Name:	SERVED
Label:	Unknown (SERVED)
Definition of Variable:	Unknown
Data Type:	Numeric, 3
When Coded:	Unknown
Variable Values:	This variable has multiple one and two-digit numeric values. The meanings of these values are unknown.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	SESOCC		
Label:	SES POSITION OCCUPIED		
Definition of Variable:	Indicates if an employee in the Senior Executive Service (SES) occupies a general position or a career reserved position.		
Data Type:	Character, 1		
When Coded:	For new appointments under the SES; for position changes into the SES; or for position changes within the SES when a different code applies. Leave blank for employees not under the SES.		
Variable Values:	CODE	NAME	DESCRIPTION
	3	SES General	Employee in the SES occupies a general position as defined in 5 U.S.C. 3132(a)(9)
	4	SES Career Reserved	Employee in the SES occupies a career-reserved position as defined in 5 U.S.C. 3132(a)(8)
Remarks:	None		

Master File Variable Descriptions Continued

Variable Name:	SEX	
Label:	SEX	
Definition of Variable:	This variable indicates the sex of an employee.	
Data Type:	Character, 1	
When Coded:	Unknown	
Variable Values:	CODE	SEX
	1	Male
	2	Female
Remarks:	None	

Variable Name:	SMO	
Label:	Unknown (SMO)	
Definition of Variable:	Unknown	
Data Type:	Numeric, 8	
When Coded:	Unknown	
Variable Values:	This variable has values 1 – 12.	
Remarks:	None	

Master File Variable Descriptions Continued

Variable Name:	SPADT38
Label:	SPECIAL ADVANCEMENT FOR PERFORMANCE
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values “Y” and “N.”
Remarks:	None

Variable Name:	SPCSKILL	
Label:	SPECIALIZED SKILL INDICATOR+B298	
Definition of Variable:	Indicator that identifies employees appointed at or advanced to a higher step based on appointment or assignment to a position requiring specialized skills. This variable is used for Title 38 nurses only.	
Data Type:	Character, 1	
When Coded:	This variable is coded when a Title 38 nurse changes appointments or positions.	
Variable Values:	CODE	DESCRIPTION
	Y	Employee is recognized as having specialized skills for appointment at/movement to a designated higher step.
	LEAVE BLANK	Employee is not recognized as having specialized skills for appointment at/movement to designated higher step.
	N	Delete specialized skills indicator.
Remarks:	Employees may be appointed or advanced above the minimum rate of the grade based on assignment in a position requiring specialized skills.	

Master File Variable Descriptions Continued

Variable Name:	SPCTRNG
Label:	SPECIALTY TRAINED - SPINAL CORD EXP
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values “Y” and “N.”
Remarks:	None

Variable Name:	SPECPAY
Label:	PHYSICIANS AND DENTISTS (P& D) SPECIAL PAY
Definition of Variable:	Dollar amount that a physician or dentist receives for a special pay agreement.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has an unspecified range of dollar amount values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	SPPYNOAG
Label:	SPECIAL PAY - NO AGREEMENT REASON CURRENT
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	Unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	This variable does not appear in the CY06 or CY07 datasets.

Variable Name:	SPPYRETI
Label:	SPECIAL PAY RETIREMENT DEDUCTION INDICATOR
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	Unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	This variable does not appear in the CY06 or CY07 datasets.

Master File Variable Descriptions Continued

Variable Name:	SPQUALC
Label:	SPECIAL PAY QUALIFICATION (CHAR)
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	Unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	This variable does not appear in the CY06 or CY07 datasets.

Variable Name:	STAFFDIF
Label:	STAFFING DIFFERENTIAL
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	All values of this variable in the datasets we reviewed were 0.
Remarks:	This variable does not appear in the CY06 or CY07 datasets.

Master File Variable Descriptions Continued

Variable Name:	STAFOLD
Label:	STATION MAINTAINING PERSONNEL FOLDER
Definition of Variable:	Identifies the station where an employee's official personnel folder is maintained.
Data Type:	Numeric, 8
When Coded:	Only coded upon accession or movement to a station or position which requires that the employee's OPF be maintained by a station other than the station number shown on the screen.
Variable Values:	This variable contains the three-digit station number that corresponds to the employee's parent station. For a list of parent station numbers, please see the <i>VIREC Research User Guide to the VHA Medical SAS® Inpatient Dataset</i> at http://www.virec.research.va.gov/RUGs/RUGs-Index.htm .
Remarks:	None

Variable Name:	STATUS
Label:	Unknown (STATUS)
Definition of Variable:	Pay status indicator
Data Type:	Character, 9
When Coded:	Unknown
Variable Values:	This variable has values "NON-PAY" and "PAY."
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	STEMPT38
Label:	STATE OF EMPLOYMENT PRE-APPOINTMENT
Definition of Variable:	Unknown
Data Type:	Character, 2
When Coded:	Unknown
Variable Values:	Unknown
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	STEP	
Label:	STEP	
Definition of Variable:	An indicator of a specific salary within a specific grade or level pay band.	
Data Type:	Character, 2	
When Coded:	For all accessions; each time the grade, step or salary changes; each time the grade or salary is coded (except for certain grade retention actions); for all actions retroactive for more than 50 weeks; corrections and cancellations; and for all actions which change the retained salary for an employee on grade retention (coded with pay basis H, J or X).	
Variable Values:	This variable has values “00” – “26” and “N.”	
	CODE	DESCRIPTION
	Enter the appropriate step, e.g., 1, that applies	General Schedule, Title 38 annual rate (physicians, dentists, podiatrists, optometrists, nurses, physician assistants, expanded-function dental auxiliaries and GS employees appointed under Title 38) and Canteen annual rate Except for Title 38 nurses, use step 10 for employees above who are on pay retention. Use step 00 for Title 38 nurses and nurse anesthetists (pay plan K and M) on pay retention.
	1-5; based on step	Wage and Canteen hourly rate. Use step 5 for these employees who are on pay retention.
	1-6; based on level	Senior Executive Service

Master File Variable Descriptions Continued

	CODE	DESCRIPTION
	N	All salaries with no steps. (Use with ungraded pay plans G, N, R, T, W and X; PMRS (pay plan B); canteen pieceworkers; nurses paid on a hourly basis; medical and dental residents; physicians or dentists under selected programs such as clinical scholars, distinguished physicians, associate investigators, NCI clinical associates, per annum consultants and attendings; other Title 38 employees such as residents, consultants, attendings or trainees; and certain non-citizen appointees at the VARO Manila, Philippines.
	00	Use with pay plan K or M; nurse & nurse anesthetists on pay retention.
Remarks:	None	

Variable Name:	STLISC
Label:	STATE OF LICENSURE
Definition of Variable:	The state of licensure for a physician or dentist.
Data Type:	Character, 2
When Coded:	Unknown
Variable Values:	Two-character state code abbreviations which are equivalent to postal code abbreviations. See the following link for a full list of state abbreviations: https://www.usps.com/send/official-abbreviations.htm .
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	STRES
Label:	RESIDENT ADDRESS STATE CODE
Definition of Variable:	Unknown
Data Type:	Character, 2
When Coded:	Unknown
Variable Values:	This variable has values “01” – “54.”
Remarks:	None

Variable Name:	SUBACCT
Label:	SUBACCOUNT CODE
Definition of Variable:	Unknown
Data Type:	Character, 4
When Coded:	Unknown
Variable Values:	This variable has multiple four-digit values. The meaning of these values is unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	SUPDIF
Label:	SUPERVISORY DIFFERENTIAL
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	All values of this variable in the datasets we reviewed were 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	SUPL																				
Label:	SUPERVISORY LEVEL																				
Definition of Variable:	Indicates if an employee holds a supervisory position and the level of supervision.																				
Data Type:	Character, 1																				
When Coded:	For all accessions; each time the supervisory level of an employee's position changes; and each time the employee changes to a position with a supervisory level different from his/her former position.																				
Variable Values:	<p>This variable has values "0" – "9" and "E," "F," "G," "H," "I," "N," "O," "P," "Q," "R." Please see the Remarks section below for information on the letter variables.</p> <table border="1"> <thead> <tr> <th>CODE</th> <th>JOB</th> </tr> </thead> <tbody> <tr> <td colspan="2" style="text-align: center;">FEDERAL WAGE SYSTEM JOBS</td> </tr> <tr> <td>0</td> <td>Nonsupervisory</td> </tr> <tr> <td>1</td> <td>Leader</td> </tr> <tr> <td>2</td> <td>Supervisor</td> </tr> <tr> <td colspan="2" style="text-align: center;">ALL OTHER FIELD STATION POSITIONS</td> </tr> <tr> <td>1</td> <td>Field Facility Director VISN Director</td> </tr> <tr> <td>2</td> <td>VISN Deputy Director VISN Chief Medical Officer Associate Director Chief of Staff Nurse Executive/Chief Nurse</td> </tr> <tr> <td>3</td> <td>Assistant Director</td> </tr> <tr> <td>4</td> <td>Chief, Medical Administration Officer (Independent OPC) Field Supervisor, VCSFO</td> </tr> </tbody> </table>	CODE	JOB	FEDERAL WAGE SYSTEM JOBS		0	Nonsupervisory	1	Leader	2	Supervisor	ALL OTHER FIELD STATION POSITIONS		1	Field Facility Director VISN Director	2	VISN Deputy Director VISN Chief Medical Officer Associate Director Chief of Staff Nurse Executive/Chief Nurse	3	Assistant Director	4	Chief, Medical Administration Officer (Independent OPC) Field Supervisor, VCSFO
CODE	JOB																				
FEDERAL WAGE SYSTEM JOBS																					
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3	Assistant Director																				
4	Chief, Medical Administration Officer (Independent OPC) Field Supervisor, VCSFO																				

Master File Variable Descriptions Continued

CODE	JOB
5	Assistant Chief of Staff Associate Chief of Staff Associate Chief of Staff for Ambulatory Care Associate Chief of Staff for Education Associate Chief of Staff for Extended Care Associate Chief of Staff for Research Chief Medical Officer (OPC) Chief of Service or Division Clinic Director (OPC) Chief, Canteen Service Cemetery Director Director, Central Dental Laboratory Director, Dental Education Center Director, Dental Research Laboratory Director, Geriatric Research Education and Clinical Center Director, Regional Medical Education Center Director, Washington Continuing Education Center Other positions specifically authorized as comparable to Service Chief
6	Assistant Chief, Service or Division Assistant Clinic Director (OPC) Assistant Chief, Canteen Service Assistant Cemetery Director
7	Section Chief Section Chief, VACFO Supervisory Nurse Chief of Service (OPC) Chief of Medical Administration Division (OPC)
8	Assistant Section Chief Assistant Section Chief, VCSFO Assistant Chief of Medical Administration Division (OPC)
9	Unit Chief and other lower supervisory positions not covered by codes 1 through 8 Head Nurse, Medical Center Section Chief or Unit Chief (OPC)
0	Nonsupervisory positions

Master File Variable Descriptions Continued

Remarks:

This variable is similar to the SUPLEV variable but differentiates between level 5 – 9 Supervisors and Management Officials by using the following letter values.

Current PAID Codes for Supervisors/Managers	Substitute Codes for Supervisors (CSRA)	Substitute Codes for Management Officials (CSRA)
5	E	N
6	F	O
7	G	P
8	H	Q
9	I	R

This variable has values equal to those of the SUPVLVL variable in the History File.

Master File Variable Descriptions Continued

Variable Name:	SUPLEV	
Label:	SUPERVISORY LEVEL	
Definition of Variable:	Indicates if an employee holds a supervisory position and, if so, the level of supervision.	
Data Type:	Numeric, 8	
When Coded:	For all accessions; each time the supervisory level of an employee's position changes; and each time the employee changes to a position with a supervisory level different from his/her former position.	
Variable Values:	CODE	JOB
	FEDERAL WAGE SYSTEM JOBS	
	0	Nonsupervisory
	1	Leader
	2	Supervisor
	ALL OTHER FIELD STATION POSITIONS	
	1	Field Facility Director VISN Director
	2	VISN Deputy Director VISN Chief Medical Officer Associate Director Chief of Staff Nurse Executive/Chief Nurse
	3	Assistant Director
	4	Chief, Medical Administration Officer (Independent OPC) Field Supervisor, VCSFO

Master File Variable Descriptions Continued

CODE	JOB
5	Assistant Chief of Staff Associate Chief of Staff Associate Chief of Staff for Ambulatory Care Associate Chief of Staff for Education Associate Chief of Staff for Extended Care Associate Chief of Staff for Research Chief Medical Officer (OPC) Chief of Service or Division Clinic Director (OPC) Chief, Canteen Service Cemetery Director Director, Central Dental Laboratory Director, Dental Education Center Director, Dental Research Laboratory Director, Geriatric Research Education and Clinical Center Director, Regional Medical Education Center Director, Washington Continuing Education Center Other positions specifically authorized as comparable to Service Chief
6	Assistant Chief, Service or Division Assistant Clinic Director (OPC) Assistant Chief, Canteen Service Assistant Cemetery Director
7	Section Chief Section Chief, VACFO Supervisory Nurse Chief of Service (OPC) Chief of Medical Administration Division (OPC)
8	Assistant Section Chief Assistant Section Chief, VCSFO Assistant Chief of Medical Administration Division (OPC)
9	Unit Chief and other lower supervisory positions not covered by codes 1 through 8 Head Nurse, Medical Center Section Chief or Unit Chief (OPC)
0	Nonsupervisory positions

Remarks:

This variable is similar to the SUPL variable but does not differentiate between level 5 – 9 Supervisors and Management Officials by letter values. See the SUPL variable for more information on level 5-9 Supervisors and Management.

Master File Variable Descriptions Continued

Variable Name:	SUPV
Label:	SUPERVISORY LEVEL
Definition of Variable:	Indicates if an employee holds a supervisory position.
Data Type:	Character, 3
When Coded:	For all accessions; each time the supervisory level of an employee's position changes; and each time the employee changes to a position with a supervisory level different from his/her former position.
Variable Values:	This variable has values "YES" and "NO."
Remarks:	None

Variable Name:	SYR
Label:	SERVICE COMPUTATION YEAR
Definition of Variable:	This variable indicates the year that the employee began any employment with the Federal Government including any civilian or military service.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has multiple four-digit year values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	T38PROM
Label:	TITLE 38 PROMOTION ELIGIBILITY NOTICE SENT
Definition of Variable:	Unknown
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values “N” and “Y.”
Remarks:	None

Variable Name:	TEMPHLTH
Label:	TEMPORARY EMPLOYEES HEALTH INSURANCE
Definition of Variable:	Indicates that a temporary employee has elected health insurance premium.
Data Type:	Character, 1
When Coded:	When a temporary employee, who has met the eligibility for FEHB by being employed for one year without a break in service of five days or more, elects health insurance with no Government contribution to his/her premium and when such an employee terminates coverage under FEHB. This code does not apply to temporary employees who are eligible to continue coverage under FEHB because of previous eligibility (when an employee is converted or reemployed with a break in service of three days or less from a position covered by the FEHB program to one which is not covered).
Variable Values:	This variable has values “N” and “Y.”
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	TITL
Label:	TITLE
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has multiple two-character values that are comprised of either two numbers or a number and letter. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	TNL
Label:	T AND L UNIT NUMBER
Definition of Variable:	Time and Leave (T&L) Units are timekeeping groups (for payroll purposes) that are not consistently defined among VA hospitals. For example, the intensive care unit at one hospital may have two T&L Units while another hospital's intensive care unit may have four T&L Units.
Data Type:	Character, 3
When Coded:	Unknown
Variable Values:	This variable has values "000" – "999."
Remarks:	For information on how to map T&L Units to hospital departments, please contact Ciaran Phibbs at the Health Economics Resource Center (Ciaran.Phibbs@va.gov).

Master File Variable Descriptions Continued

Variable Name:	TSPIND
Label:	THRIFT SAVINGS PLAN PARTICIPANT INDICATOR
Definition of Variable:	Indicates if an employee contributes to TSP.
Data Type:	Character, 1
When Coded:	Unknown
Variable Values:	This variable has values “Y” and “N.”
Remarks:	None

Variable Name:	UNALOWDT
Label:	UNIFORM ALLOWANCE ELIGIBILITY DATE
Definition of Variable:	Indicates the date when an employee is eligible to receive a uniform allowance.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has multiple seven and eight-digit dates in the format MDDYYYY or MMDDYYYY.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	UNDUESDT
Label:	UNION DUES ANNIVERSARY DATE
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has multiple seven and eight-digit dates in the format MDDYYYY or MMDDYYYY.
Remarks:	None

Variable Name:	UNIALOW
Label:	UNIFORM ALLOWANCE HOURLY RATE
Definition of Variable:	Unknown
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has the following values: 0, 0.0958, 0.1014, 0.103, and 0.1034. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	UNIONCD
Label:	UNION DUES CODE
Definition of Variable:	Unknown
Data Type:	Character, 4
When Coded:	Unknown
Variable Values:	This variable has multiple four-character values consisting of a combination of numbers and letters. The meaning of these values is unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	UNIONDUE
Label:	UNION DUES BIWEEKLY DEDUCTION
Definition of Variable:	The dollar amount of union dues paid on a bi-weekly basis.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has multiple dollar amount values ranging from 0.00 to 99.99.
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	UPDATE
Label:	UPWARD MOBILITY DATE
Definition of Variable:	The date that the employee was selected for an Upward Mobility program position.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has an unspecified range of date values in the format MMDDYYYY or MDDYYYY.
Remarks:	None

Variable Name:	UPWARD
Label:	UPWARD MOBILITY CODE
Definition of Variable:	Indicates that an employee has been selected for an upward mobility program position.
Data Type:	Character, 1
When Coded:	When an employee is selected for an upward mobility program position and for other movements to an upward mobility program position.
Variable Values:	This variable has values “Y” and “N.”
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	VASDA
Label:	TITLE 38 VA SERVICE DAY
Definition of Variable:	The variable reflects the calendar day of the date when certain Title 38 employees began work in VA medical service. This variable applies to physicians, dentists, podiatrists, optometrists, nurses, physician assistants and expanded-function dental auxiliaries (EFDA).
Data Type:	Numeric, 8
When Coded:	For all accessions of Title 38 physicians, dentists, podiatrists, optometrists, nurses (including GNTs), physician assistants and EFDAs under the proficiency rating system; also, to correct an erroneously entered date.
Variable Values:	This variable has values 0 – 31 corresponding to the calendar day of the date that a Title 38 employee began her/his tour of duty.
Remarks:	For our study of registered nurses in the VA, we combined the VASDA, VASMO and VASYR to determine the date that a Title 38 employee began a tour of duty. If the employee held a non-Title 38 position before a Title 38 position, that position would not be reflected by this variable. In the case that the employee held a non-Title 38 position before a Title 38 position, the variable APTDT would reflect the VA start date. The combination of the VASDA, VASMO, and VASYR variable should be equal to the value of the VASERV variable. However, in a few cases we reviewed, these values were different.

Master File Variable Descriptions Continued

Variable Name:	VASERV
Label:	TITLE 38 VA SERVICE DATE
Definition of Variable:	The VA Service Date reflects when certain Title 38 employees began work in VA medical service. This variable applies to physicians, dentists, podiatrists, optometrists, nurses, physician assistants and expanded-function dental auxiliaries (EFDA).
Data Type:	Numeric, 8
When Coded:	For all accessions of Title 38 physicians, dentists, podiatrists, optometrists, nurses (including GNTs), physician assistants and EFDAs under the proficiency rating system; also, to correct an erroneously entered date.
Variable Values:	This variable has an unspecified range of date values in the format MMDDYYYY or MDDYYYY.
Remarks:	The combination of the VASDA, VASMO, and VASYR variable should be equal to the value of the VASERV variable. However, in a few cases we reviewed, these values were different.

Master File Variable Descriptions Continued

Variable Name:	VASMO
Label:	TITLE 38 VA SERVICE MONTH
Definition of Variable:	The variable reflects the calendar month of the date when certain Title 38 employees began work in VA medical service. This variable applies to physicians, dentists, podiatrists, optometrists, nurses, physician assistants and expanded-function dental auxiliaries (EFDA).
Data Type:	Numeric, 8
When Coded:	For all accessions of Title 38 physicians, dentists, podiatrists, optometrists, nurses (including GNTs), physician assistants and EFDAs under the proficiency rating system; also, to correct an erroneously entered date.
Variable Values:	This variable has values 0 – 12 corresponding to the calendar month of the date that a Title 38 employee began her/his tour of duty.
Remarks:	For our study of registered nurses in the VA, we combined the VASDA, VASMO and VASYR to determine the date that a Title 38 employee began a tour of duty. If the employee held a non-Title 38 position before a Title 38 position, that position would not be reflected by this variable. In the case that the employee held a non-Title 38 position before a Title 38 position, the variable APTDT would reflect the VA start date. The combination of the VASDA, VASMO, and VASYR variable should be equal to the value of the VASERV variable. However, in a few cases we reviewed, these values were different.

Master File Variable Descriptions Continued

Variable Name:	VASRVYR
Label:	TITLE 38 VA SERVICE YEAR
Definition of Variable:	See remarks below.
Data Type:	Numeric, 8
When Coded:	Unknown
Variable Values:	This variable has multiple SAS date values.
Remarks:	Although the variable name indicates that this is the Title 38 VA Service Year, the values of the variable are SAS dates. The SAS date is equivalent to combining the VASDA, VASMO, and VASYR variables.

Master File Variable Descriptions Continued

Variable Name:	VASYR
Label:	TITLE 38 VA SERVICE YEAR
Definition of Variable:	The variable reflects the calendar year of the date when certain Title 38 employees began work in VA medical service. This variable applies to physicians, dentists, podiatrists, optometrists, nurses, physician assistants and expanded-function dental auxiliaries (EFDA).
Data Type:	Numeric, 8
When Coded:	For all accessions of Title 38 physicians, dentists, podiatrists, optometrists, nurses (including GNTs), physician assistants and EFDAs under the proficiency rating system; also, to correct an erroneously entered date.
Variable Values:	This variable has multiple four-digit year values corresponding to the calendar year of the date that a Title 38 employee began her/his tour of duty.
Remarks:	For our study of registered nurses in the VA, we combined the VASDA, VASMO and VASYR to determine the date that a Title 38 employee began a tour of duty. If the employee held a non-Title 38 position before a Title 38 position, that position would not be reflected by this variable. In the case that the employee held a non-Title 38 position before a Title 38 position, the variable APTDT would reflect the VA start date. The combination of the VASDA, VASMO, and VASYR variable should be equal to the value of the VASERV variable. However, in a few cases we reviewed, these values were different.

Master File Variable Descriptions Continued

Variable Name:	VETPREF																												
Label:	VETERAN PREFERENCE B123																												
Definition of Variable:	Identifies the categories of entitlement to preference in Federal service based on active military service that terminated honorably.																												
Data Type:	Character, 1																												
When Coded:	For all accessions, for corrections when the Veterans Preference is the item being corrected and for a change in Veterans Preference.																												
Variable Values:	<p style="text-align: center;">Primary Codes</p> <table border="1"> <thead> <tr> <th>CODE</th> <th>TYPE OF PREFERENCE</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>None – (Use this code for non-veterans)</td> </tr> <tr> <td>A</td> <td>Veterans with no preference.</td> </tr> <tr> <td>2</td> <td>5 point</td> </tr> <tr> <td>3</td> <td>10 point Disability</td> </tr> <tr> <td>4</td> <td>10 point – Less than 30 percent compensable disability</td> </tr> <tr> <td>5</td> <td>10 point other – (Use for spouses, widows, widowers and mothers of disabled and/or deceased veterans who met the requirements for 10-point veterans’ preference.)</td> </tr> <tr> <td>6</td> <td>10 point with 30 percent or more compensable disability</td> </tr> </tbody> </table> <p style="text-align: center;">Secondary Codes</p> <table border="1"> <thead> <tr> <th colspan="2">VIETNAM ERA VETERAN – (Not retired OR retired due to a war or combat-incurred disability or injury)</th> </tr> <tr> <th>IF PRIMARY CODE IS</th> <th>USE SUBSTITUTE CODE</th> </tr> </thead> <tbody> <tr> <td>2</td> <td>K</td> </tr> <tr> <td>3</td> <td>L</td> </tr> <tr> <td>4</td> <td>M</td> </tr> <tr> <td>6</td> <td>O</td> </tr> </tbody> </table>	CODE	TYPE OF PREFERENCE	1	None – (Use this code for non-veterans)	A	Veterans with no preference.	2	5 point	3	10 point Disability	4	10 point – Less than 30 percent compensable disability	5	10 point other – (Use for spouses, widows, widowers and mothers of disabled and/or deceased veterans who met the requirements for 10-point veterans’ preference.)	6	10 point with 30 percent or more compensable disability	VIETNAM ERA VETERAN – (Not retired OR retired due to a war or combat-incurred disability or injury)		IF PRIMARY CODE IS	USE SUBSTITUTE CODE	2	K	3	L	4	M	6	O
CODE	TYPE OF PREFERENCE																												
1	None – (Use this code for non-veterans)																												
A	Veterans with no preference.																												
2	5 point																												
3	10 point Disability																												
4	10 point – Less than 30 percent compensable disability																												
5	10 point other – (Use for spouses, widows, widowers and mothers of disabled and/or deceased veterans who met the requirements for 10-point veterans’ preference.)																												
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VIETNAM ERA VETERAN – (Not retired OR retired due to a war or combat-incurred disability or injury)																													
IF PRIMARY CODE IS	USE SUBSTITUTE CODE																												
2	K																												
3	L																												
4	M																												
6	O																												

Master File Variable Descriptions Continued

VIETNAM ERA - RETIRED – (Not due to war or combat-incurred disability or injury)	
IF PRIMARY CODE IS	USE SUBSTITUTE CODE
2	S
3	T
4	U
6	W
NON-VIETNAM - RETIRED – (Not due to war or combat-incurred disability or injury)	
IF PRIMARY CODE IS	USE SUBSTITUTE CODE
2	B
3	C
4	D
6	F
Remarks: None	

Master File Variable Descriptions Continued

Variable Name:	VETPREFR
Label:	VETERAN PREFERENCE FOR RIF
Definition of Variable:	Identifies employees entitlement to Veterans Preference for RIF
Data Type:	Character, 1
When Coded:	For all accessions and corrections.
Variable Values:	This variable has values “Y” (has Veteran’s Preference) and “N” (does not have Veteran’s Preference).
Remarks:	None

Master File Variable Descriptions Continued

Variable Name:	VETSTAT	
Label:	VETERANS STATUS	
Definition of Variable:	The indicator of whether an employee is a veteran as defined by 38 U.S.C. 101 and, if so, whether he/she served before, during or after the Vietnam era.	
Data Type:	Character, 1	
When Coded:	For all accessions.	
Variable Values:	CODE	DESCRIPTION
	B	Pre-Vietnam Era Veteran. Identifies a veteran whose service on active military duty ended before 8/5/64. USE ONLY FOR PERSONS WHO WERE ADDED TO THE ROLLS AFTER 9/30/91.
	N	Not Vietnam Era Veteran. Employee may or may not be a veteran. If a veteran the individual did not serve on active military duty during the period 8/5/64 – 5/7/75. THE DATE OF THE CURRENT APPOINTMENT MUST BE PRIOR TO 10/1/91.
	P	Post-Vietnam Era Veteran. Identifies a veteran whose service on active military duty began after 5/7/75. USE ONLY FOR PERSONS WHO WERE ADDED TO THE ROLLS AFTER 9/30/91.
	V	Vietnam Era Veteran. Identifies a veteran who served on active military duty at any time from 8/5/64 – 5/7/75. THE EOD IS NOT A FACTOR WHEN DECIDING TO USE THIS CODE.
	X	Not a Veteran. USE ONLY FOR PERSONS ADDED TO THE ROLLS AFTER 9/30/91.
Remarks:	None	

Master File Variable Descriptions Continued

Variable Name:	VISACNTY
Label:	COUNTRY OF VISA
Definition of Variable:	Identifies the country where the employee was issued a visa.
Data Type:	Character, 2
When Coded:	For all accessions (if applicable) and when the data requires correction or change.
Variable Values:	This variable has multiple two-character country codes. For a full list of country codes, see 'Country of VISA' on the following page http://vaww.va.gov/HRIS/PAID_Coding.asp or directly at http://vaww.va.gov/HRIS/apps/hrissync/COUNTRY.TXT .
Remarks:	None

Master File Variable Descriptions Continued

Variable Name: VISATYPE		
Label: TYPE OF VISA		
Definition of Variable: Identifies the type of visa issued to the employee.		
Data Type: Character, 2		
When Coded: For all accessions (if applicable) and when the data requires correction or change.		
Variable Values:	CODE	DESCRIPTION
	H1B	This visa is for three years and can be extended for one additional three year period.
	J1	This visa pertains to the exchange visitor program. For medical school students who come to the VA for training only.
	O1	This visa is for outstanding scholars. Visa is for three years and can be extended annually with no statutory limit.
	F1	This visa is for students and controlled by the school.
	OTH	Issuance of Employment Authorization Card (Form 1-766) by U.S. Citizenship and Immigration Service.
Remarks: None		

Master File Variable Descriptions Continued

Variable Name: WIG		
Label: WITHIN GRADE ELIGIBILITY CODE		
Definition of Variable: Indicates the employee's within-grade increase eligibility status.		
Data Type: Character, 1		
When Coded: For all accessions, for changes, when an employee's WIG is being withheld because he/she does not meet the level of competence requirement; when an employee moves to the top step of the grade by other than an automatic action; when a Title 38 chiropractor, podiatrist or optometrist is being considered for a special advancement for performance; when an employee's status changes which affects his/her eligibility; or when processing corrections in which WIGs must be withheld until processing is complete.		
Variable Values:	CODE	DESCRIPTION AND USE
	1	To be considered for within-grade increases.
	2	Not to be considered for within-grade increases. Used for GS employees appointed on a temporary basis, all GM employees (Pay Plan B), and all employees who are at the top step of their grade.
	3	Considered for within-grade increase but level of competence determined unacceptable.
	4	Hold within-grade increase other than for level of competence determined unacceptable (code 3).
	5	Title 38 chiropractor, podiatrist or optometrist who received a special advancement for performance at time of last scheduled within-grade increase. (Changes from 1 to 5 and 5 to 1 will be automatic; however, care should be used in restoring the WIG eligibility code for employees in these occupations.) If the employee is at the top step, use code 2.
	6	Before using WIG Eligibility Code 6, contact VACO, WIST (054C2) at (202) 273-9806 for permission. When authorized, use with pay basis 7 when Wage or Canteen Schedule applicable to employee is NOT in PAID. In most cases, pay basis 2 and WIG code 1 or 2, as appropriate, will work. Salary rates must be reviewed and corrected, when necessary, for ALL WIGs produced for employees under WIG Eligibility Code 6.)

Master File Variable Descriptions Continued

Remarks	
<p>The following circumstances apply to different codes:</p> <ol style="list-style-type: none"> 1. When the within-grade eligibility code is changed to 2 because the employee is placed in the top step of his/her current grade, a salary date is required. The salary date is the same date as the effective date of the action placing the employee at the top of the grade. (See instructions for Salary Date on the A205 (C2) screen.) 2. When an employee properly has LWOP coded which is countable against the WIG waiting period, do NOT change the salary date. In these cases, an asterisk will be printed after the WIG waiting period completion date of the VA Form 4644 (Service Record Card). The completion date will have been automatically extended by the AAC in these cases by the amount of excess nonpay time on record as of the date the Service Record Card was issued. 3. When an employee will meet the waiting period requirement for WIG, but his/her level of competence is determined unacceptable, WIG eligibility code 3 and followup code 07 must be submitted not later than the Friday preceding the scheduled WIG effective date. The following week, submit the following data using screen A310: 	
CODE	DESCRIPTION
Use PAID day number for the scheduled effective date of the WIG.	Day number
888 (Denial of Within Grade Increase).	NOA
As specified in GPPA (see Appendix G for list)	Legal Auth 1 and/or 2
Enter 1 to request an SF 50-B.	SF 50-B Prep Code
0J (WITHIN-GRADE INCREASE TO STEP (number) DENIED BECAUSE YOUR WORK IS NOT AT AN ACCEPTABLE LEVEL OF COMPETENCE, YOU REMAIN AT STEP (Number).)	Remarks Code(s)

Master File Variable Descriptions Continued

Variable Name:	YRDEGREE
Label:	YEAR OF DEGREE
Definition of Variable:	The calendar year that the employee received their highest-level of education from an accredited institution based on years of schooling and academic degree/certificate conferred.
Data Type:	Numeric, 8
When Coded:	Only for employees who have selected specific education codes (see EDCODE). Otherwise leave blank. This information is coded for accessions and when the data is updated on VA Form 4637, Employee Educational Data.
Variable Values:	This variable has multiple four-digit calendar year values.
Remarks:	About 7%-10% of the nurses in the datasets we reviewed who had a degree value coded in the EDCODE variable did not have a YRDEGREE value.

17. History File Name and Variable Descriptions

Variable Name:	A1101
Description:	BASE PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1102
Description:	NIGHT WORK DIFFERENTIAL PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	Night shift hours are between 6:00 p.m. and 6:00 a.m. Approximately 60% to 70% of registered nurses work night shift hours during any given pay period.

History File Variable Descriptions Continued

Variable Name:	A1102W
Description:	UNKNOWN (A1102W)
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1103
Description:	HOLIDAY PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1104
Description:	OVERTIME PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1104F
Description:	FIRE FIGHTER OVERTIME PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1104R
Description:	UNKNOWN (A1104R)
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1105
Description:	LUMP SUM PAYMENT AMOUNT
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1105FZN
Description:	LUMP SUM FROZEN
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	This variable is rarely coded. In the 18th pay period of FY07, there are only three VA employees with this information coded.

Variable Name:	A1106
Description:	POST DIFFERENTIAL
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	In the datasets we reviewed, all values of this variable were 0.

Variable Name:	A1107
Description:	STANDBY PREMIUM PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	In the datasets we reviewed, all values of this variable were 0.

History File Variable Descriptions Continued

Variable Name:	A1108
Label:	SUNDAY PREMIUM PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1109
Description:	ON-CALL PREMIUM PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1110
Description:	UNKNOWN (A1110)
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1111
Description:	UNKNOWN (A1111)
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1112
Description:	UNKNOWN (A1112)
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1113
Description:	UNKNOWN (A1113)
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1114
Description:	VSIP AWARD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1115
Description:	SES AWARD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1116
Description:	ANNUITY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1117
Description:	SATURDAY PREMIUM PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1118
Description:	ADMIN UNCONTROLLABLE OVERTIME PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1119
Description:	SPECIAL SALARY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1120
Description:	GEOGRAPHIC ADJUSTMENT PAY-GAP
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1121
Description:	RECRUITMENT BONUS
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1122
Description:	RETENTION ALLOWANCE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1123
Description:	HAZARDOUS DUTY PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1124
Description:	STAFFING DIFFERENTIAL ALLOWANCE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1224CBS
Description:	VA BASIC CONTRIBUTION TO "C" FUND
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1224CMS
Description:	VA MATCH CONTRIBUTION TO "C" FUND
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1224FBS
Description:	VA BASIC CONTRIBUTION TO "F" FUND
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1224FMS
Description:	VA MATCH CONTRIBUTION TO "F" FUND
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1224GBS
Description:	VA BASIC CONTRIBUTION TO "G" FUND
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1224GMS
Description:	VA MATCH CONTRIBUTION TO "G" FUND
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1125
Description:	SUPERVISORY DIFFERENTIAL PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1126
Description:	RELOCATION BONUS
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1127
Description:	PHYSICIANS COMPARABILITY ADJUSTMENT
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1128
Description:	INCENTIVE AWARD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1129
Description:	FOREIGN LANGUAGE AWARD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1130
Description:	LOCALITY PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1132
Description:	HEALTH INSURANCE - ADV LWOP
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	LWOP stands for Leave without Pay

History File Variable Descriptions Continued

Variable Name:	A1134
Description:	TRAVEL AWARD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1150
Description:	PERFORMANCE AWARD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1151
Description:	EXECUTIVE NURSES SPECIAL PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1152
Description:	PHYSICIANS PERFORMANCE PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1203
Description:	HOUSEKEEPING QUARTERS
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1205
Description:	UNIFORM ALLOWANCE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1208
Description:	SUBSISTENCE ALLOWANCE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1210
Description:	MOVING WAGE-TAXABLE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1212
Description:	BASIC LIFE INSURANCE-VA SHARE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1214
Description:	OASDI-VA SHARE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	OASDI stands for Old-Age, Survivors, and Disability Insurance (Social Security).

Variable Name:	A1216
Description:	UNKNOWN (A1216)
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1218
Description:	HEALTH INSURANCE - VA
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	This variable indicates the amount that the VA contributed to an employee's health insurance premium during the pay period.

History File Variable Descriptions Continued

Variable Name:	A1219
Description:	LIVING ALLOWANCE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1220
Description:	MEDICARE - VA SHARE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1222
Description:	UNKNOWN (A1222)
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1223
Description:	UNKNOWN (A1223)
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1301
Description:	SEVERANCE PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1302
Description:	UNEMPLOYMENT COMPENSATION
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	A1303
Description:	SEPARATION INCENTIVE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	A1304
Description:	OTHER BENEFITS
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	ACTUAL
Description:	ACTUAL NUMBER OF HOURS WORKED THIS PAY PERIOD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places.
Remarks:	This variable indicates the actual number of hours an employee worked during the pay period. It does not include the number of hours the employee is paid during the pay period for sick leave, annual leave, or comp time.

Variable Name:	ADDLIFE
Description:	ADDITIONAL LIFE INSURANCE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	ADJAPPCD
Description:	ADJUSTMENT APPROPRIATION NUMBER
Data Type:	Character, 4
Variable Values:	All values for this variable were blank in the datasets we reviewed. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	ADJAPPYR
Description:	ADJUSTMENT APPROPRIATION YEAR
Data Type:	Character, 2
Variable Values:	All values for this variable were blank in the datasets we reviewed. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	ADJDAYNO
Description:	ADJUSTMENT DAY NUMBER
Data Type:	Character, 3
Variable Values:	All values for this variable were blank in the datasets we reviewed. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	ADMINLV
Description:	UNKNOWN (ADMINLV)
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

Variable Name:	ADONORLV
Description:	ADMIN ORGAN DONOR LEAVE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	ANNCRHR
Description:	ANNUAL LEAVE CREDITED THIS PAY PERIOD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

Variable Name:	ANNEOP
Description:	ANNUAL LEAVE (END PRIOR LEAVE YEAR)
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

Variable Name:	ANNUAL
Description:	ANNUAL LEAVE USED THIS PAY PERIOD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	ANNUIT
Description:	ANNUITANT INDICATOR
Data Type:	Character, 1
Variable Values:	The values of this variable are “Y” for yes and “N” for no.
Remarks:	None

Variable Name:	AUTHALDY
Description:	PAYABLE ANNUAL LEAVE IN DAYS
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

Variable Name:	AVOPAY
Description:	ADMIN UNCONTROLLABLE OVERTIME PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	CC1ST
Description:	1ST CHARACTER OF COST CENTER
Data Type:	Numeric, 8
Variable Values:	The variable has multiple one-digit numeric values. For a list of some Cost Center codes, click on the following link: http://www.va.gov/finance/policy/pubs/volumeXIII.asp .
Remarks:	None

Variable Name:	CC1ST2
Description:	1ST 2 CHARACTERS OF COST CENTER
Data Type:	Numeric, 8
Variable Values:	The variable has multiple two-digit numeric values. For a list of some Cost Center codes, click on the following link: http://www.va.gov/finance/policy/pubs/volumeXIII.asp .
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	CC1ST4
Description:	1ST 4 CHARACTERS OF COST CENTER
Data Type:	Numeric, 8
Variable Values:	The variable has multiple four-digit numeric values. For a list of some Cost Center codes, click on the following link: http://www.va.gov/finance/policy/pubs/volumeXIII.asp .
Remarks:	None

Variable Name:	CHGPD
Description:	PAY PERIOD SALARY LAST CHANGED
Data Type:	Character, 2
Variable Values:	The variable has values 1 – 26 which refer to the pay period when the employee’s salary amount most recently changed.
Remarks:	None

Variable Name:	CHGYR
Description:	YEAR SALARY LAST CHANGED
Data Type:	Character, 2
Variable Values:	The variable has multiple two-digit values which indicate the last two digits of the year when the employee’s salary amount most recently changed.
Remarks:	None

History File Variable Descriptions Continued

Variable Name: CITIZ		
Description: CITIZENSHIP CODE		
Data Type: Character, 1		
Variable Values:	CODE	DESCRIPTION
	1	U.S. citizen (including U.S. Nationals).
	2	Non-U.S. citizen serving in the 50 states, District of Columbia, Commonwealth of Puerto Rico or other areas listed in 8 CFR 274a, and is a permanent resident alien.
	3	Non-U.S. citizen serving outside the above areas.
	4	Non-U.S. citizen serving in the 50 states, District of Columbia, Commonwealth of Puerto Rico or other areas listed in 8 CFR 274a, and is in this country on a VISA.
Remarks: None		

Variable Name: CITY2GSA	
Description: CITY GSA-CODE - PRIMARY	
Data Type: Character, 6	
Variable Values:	This variable has multiple 6-digit numeric values that refer to the city where the employee works. The first two digits refer to the State Geographic Locator Codes (GLCs) and the last four digits refer to the City GLCs. For a complete list of GSA GLCs, see the following link: http://www.gsa.gov/portal/category/21420 . .
Remarks:	GSA stands for US General Services Administration. The values of this variable are equal to the CYGSACDP variable values.

History File Variable Descriptions Continued

Variable Name:	CITYTAX
Description:	CITY WITHHOLDING TAX - PRIMARY
Data Type:	Numeric, 8
Variable Values:	This variable has multiple dollar amount values.
Remarks:	None

Variable Name:	CKMAILCD
Description:	CHECK MAIL CODE
Data Type:	Numeric, 8
Variable Values:	The values of this variable are E, O, R, and blank. The meaning of these values is unknown. Most employees have a value of E. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	COMPTIME
Description:	COMPTIME USED THIS PAY PERIOD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	CONTPAYC
Description:	CONTINUE PAY - CURRENT
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

Variable Name:	CONTPAYP
Description:	CONTINUE PAY - PRIOR
Data Type:	Numeric, 8
Variable Values:	All values for this variable in the datasets we reviewed were 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	COSTCNTR
Description:	COST CENTER FOR EMPLOYEE PAY
Data Type:	Numeric, 8
Variable Values:	This variable has multiple six-digit values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	CPTMCBAL
Description:	COMPTIME REMAINING CURRENT BALANCE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

Variable Name:	CPTMEARN
Description:	COMPTIME EARNED
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

Variable Name:	CPTMUSED
Description:	COMPTIME USED
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	CSRCODE
Description:	OCCUPATION SERIES-OPM CODE
Data Type:	Character, 4
Variable Values:	This variable refers to Occupation Group and Family values. Click the following link for a list of some of this variable's values: http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/occupationalhandbook.pdf .
Remarks:	The values of this variable are equal to the first three characters (minus the leading 0 of the CSRCODE) of the OST variable in the Master File.

Variable Name:	CSRTITLE
Description:	OCCUPATION SERIES-OPM TITLE CODE
Data Type:	Character, 4
Variable Values:	This variable has multiple four-digit numeric values. The meanings of these values are unknown.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	CYADTAXP
Description:	CITY ADDITIONAL TAX - PRIMARY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values. In the datasets we reviewed, all values for this variable are 0.
Remarks:	None

Variable Name:	CYEXMP1P
Description:	CITY EXMPT 1 - PRIMARY
Data Type:	Numeric, 8
Variable Values:	This variable has multiple one and two-digit numeric values. The meaning of these values is unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	CYEXMP1S
Description:	CITY EXMPT 1 - SECONDARY
Data Type:	Numeric, 8
Variable Values:	This variable has multiple one and two-digit numeric values. The meaning of these values is unknown. This variable is blank for most employees. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	CYEXMP2P
Description:	CITY EXMPT 2 - PRIMARY
Data Type:	Numeric, 8
Variable Values:	In the datasets we reviewed, this variable has a value of 1 or 0. The meaning of these values is unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	CYEXMP2S
Description:	CITY EXMPT 2 - SECONDARY
Data Type:	Numeric, 8
Variable Values:	In the datasets we reviewed, this variable has a value of 0 for all employees. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	CYGSACDP
Description:	CITY GSA-CODE - PRIMARY
Data Type:	Character, 6
Variable Values:	This variable has multiple 6-digit numeric values that refer to the city where the employee works. The first two digits refer to the State Geographic Locator Codes (GLCs) and the last four digits refer to the City GLCs. For a complete list of GSA GLCs, see the following link: http://www.gsa.gov/portal/category/21420 .
Remarks:	GSA stands for US General Services Administration. The values of this variable are equal to the CITY2GSA variable values.

History File Variable Descriptions Continued

Variable Name:	DPCPAY
Description:	PRIOR DPC PAY
Data Type:	Numeric, 8
Variable Values:	All values for all employees in the datasets we reviewed are 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	DPC stands for Data Processing Center.

Variable Name:	DUTYBASE		
Description:	DUTY BASIS		
Data Type:	Character, 1		
Variable Values:	CODE	WORK SCHEDULE	DEFINITION
	1	Full-Time	A schedule that usually requires an employee to work 40 hours as prescribed by the administrative workweek for that particular employment group or class.
	2	Part-Time	A schedule that requires an employee to work less than full-time but for a specific number of hours (usually 16-32 per administrative workweek) on a prearranged scheduled tour of duty.
	3	Intermittent	A schedule under which an employee works an irregular number of hours or days for which there is not a prearranged scheduled tour of duty.
Remarks:	None		

History File Variable Descriptions Continued

Variable Name:	DUTYSTA
Description:	DUTY STATION (OTHER THAN PARENT)
Data Type:	Character, 2
Variable Values:	This variable typically has a one-character letter value. There are also two-character letter values and one-character numeric values. For a full list of duty station codes, see 'Duty Station' on the following page: http://vaww.va.gov/HRIS/PAID_Coding.asp or directly at http://vaww.va.gov/HRIS/apps/hrissync/STATIONS.TXT . This variable value should be equal to the DUTYSTA variable in the Master File.
Remarks:	None

Variable Name:	E1224C
Description:	EMPLOYEE CONTRIBUTION TO "C" FUND
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values with up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	E1224F
Description:	EMPLOYEE CONTRIBUTION TO "F" FUND
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values with up to two decimal places.
Remarks:	None

Variable Name:	E1224G
Description:	EMPLOYEE CONTRIBUTION TO "G" FUND
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values with up to two decimal places.
Remarks:	None

Variable Name:	E6050
Description:	BOND DEDUCTION
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values with up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	EINCOMCR
Description:	EARNED INCOME CREDIT
Data Type:	Numeric, 8
Variable Values:	The value of this variable for all employees in the databases we reviewed is 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	ELWOP
Description:	EXTENDED LWOP INDICATOR
Data Type:	Character, 1
Variable Values:	The values of this variable are “Y” for yes and “N” for no.
Remarks:	None

Variable Name:	EMPFTEE
Description:	EMPLOYEE TOTAL FTEE PER PAY PERIOD
Data Type:	Numeric, 8
Variable Values:	The values of this variable range from 0 – 1 with multiple decimal values.
Remarks:	FTEE stands for Full Time Equivalent Employee. A value of 1 indicates a full-time employee

History File Variable Descriptions Continued

Variable Name:	EMPVEHIC
Description:	EMPLOYER PROVIDED VEHICLE
Data Type:	Numeric, 8
Variable Values:	All values of this variable in the datasets we reviewed were 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	ENVIRON
Description:	ENVIRONMENTAL DIFFERENTIAL HOURS
Data Type:	Numeric, 8
Variable Values:	All values of this variable in the datasets we reviewed were 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	EODDATE
Description:	ENTERED ON DUTY DATE
Data Type:	Character, 7
Variable Values:	This variable has multiple date values in the format of a two-digit year followed by a three-digit day as it corresponds to the 365-day calendar. For example, January 3, 2007 is written as 07003 and December 29, 2008 is written as 08363.
Remarks:	In the data sets that we reviewed, it appears as though this variable was not coded before 2007.

Variable Name:	EODYR4
Description:	ENTERED ON DUTY DATE WITH FOUR DIGIT YEAR
Data Type:	Character, 7
Variable Values:	This variable has multiple date values in the format of a four-digit year followed by a three-digit day as it corresponds to the 365-day calendar. For example January 3, 2007 is written as 2007003 and December 29, 2008 is written as 2008363.
Remarks:	In the data sets that we reviewed, it appears as though this variable was not coded before 2007.

History File Variable Descriptions Continued

Variable Name:	FEDTAXAD
Description:	ADDITIONAL FEDERAL TAX
Data Type:	Numeric, 8
Variable Values:	This variable has multiple dollar amount values and refers to the amount of Federal tax that the employee has chosen to have taken out of her/his paycheck beyond the regular Federal tax withholding amount.
Remarks:	None

Variable Name:	FEDTAXEX
Description:	FEDERAL TAX EXEMPTIONS
Data Type:	Numeric, 8
Variable Values:	This variable has multiple values between 0 and 99 which refer to how many Federal tax exemptions the employee has elected for the pay period.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	FEDTAXST
Description:	FEDERAL TAX MARITAL STATUS
Data Type:	Character, 1
Variable Values:	This variable has two values “1” and “2” which refer to single and married.
Remarks:	None

Variable Name:	FEDWAGE
Description:	FEDERAL WAGE
Data Type:	Numeric, 8
Variable Values:	In the datasets that we reviewed, all values for this variable were 0.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	FEGLI
Description:	FEDERAL EMPLOYEE GOV. LIFE INS.
Data Type:	Character, 1
Variable Values:	This variable indicates an employee's coverage and type of insurance or non-coverage under the FEGLI program. For FEGLI variable values, see 'FEGLI CODE' on the following page: http://vaww.va.gov/HRIS/PAID_Coding.asp .
Remarks:	None

Variable Name:	FEGLI2
Description:	FEDERAL EMPLOYEE GOV. LIFE INS.
Data Type:	Character, 2
Variable Values:	This variable indicates an employee's coverage and type of insurance or non-coverage under the FEGLI program. For FEGLI variable values, see 'FEGLI CODE' on the following page: http://vaww.va.gov/HRIS/PAID_Coding.asp .
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	FERSVASH
Description:	FERS-ANNUITY-VA SHARE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amounts which include up to two decimal points. The value of this variable is 0 for most employees.
Remarks:	None

Variable Name:	FICA	
Description:	Federal Insurance Contributions Act Tax (OASDI)	
Data Type:	Character, 1	
Variable Values:	CODE	DESCRIPTION
	K	Regular FERS Employee
	M	FERS Fire Fighter
	All other codes	Former CSRS Values
Remarks:	<p>CSRS refers to the Civil Service Retirement Act which was the Federal Government's retirement plan before FERS was introduced in 1987.</p> <p>OASDI stands for Old-Age, Survivors, and Disability Insurance (Social Security).</p>	

History File Variable Descriptions Continued

Variable Name:	FICAEMP
Description:	FICA (OASDI) - EMPLOYEE SHARE
Data Type:	Numeric, 8
Variable Values:	The variable has an unspecified range of dollar amount values that contain up to two decimal places. These values indicate the amount of FICA tax the employee paid this pay period.
Remarks:	OASDI stands for Old-Age, Survivors, and Disability Insurance (Social Security).

Variable Name:	FICAWAGE
Description:	FICA (OASDI) WAGE
Data Type:	Numeric, 8
Variable Values:	The variable has an unspecified range of dollar amount values that contain up to two decimal places. These values indicate each employee's salary amount this pay period that her/his FICA deductions are based on.
Remarks:	OASDI stands for Old-Age, Survivors, and Disability Insurance (Social Security).

History File Variable Descriptions Continued

Variable Name: FLSA		
Description: FLSA CODE		
Data Type: Character, 1		
Variable Values:	CODE	DESCRIPTION
	E	Exempt
	N	Not Exempt
Remarks: Identifies if an employee is covered under the Fair Labor Standards Act (FLSA) minimum wage and overtime provisions.		

Variable Name: FLSAW12B		
Description: FLSA WEEK CODE		
Data Type: Character, 1		
Variable Values:	CODE	DESCRIPTION
	1	Week 1
	2	Week 2
	B	Both
	blank	None
Remarks: None		

History File Variable Descriptions Continued

Variable Name: FMADJIND		
Description: FISCAL USERS MENU ADJUSTMENT IND.		
Data Type: Character, 1		
Variable Values:	CODE	DESCRIPTION
	P	REGULAR PAYROLL RECORD
	A	ADJUSTMENT FOR CURRENT FY
	B	ADJUSTMENT FOR PRIOR FY
	C	ADJUSTMENT FOR TRAVEL/MOVIN
	D	EXTENDED LWOP-FTEE HRS INCL
Remarks: None		

Variable Name: FMSFUND	
Description: FMS FUND	
Data Type: Character, 9	
Variable Values:	This variable has multiple values such as 0170Ba, 0152A1, and 0160A1. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks: None	

History File Variable Descriptions Continued

Variable Name:	FTEEHR
Description:	FULL TIME EQUIVALENT EMPLOYEE HOURS
Data Type:	Numeric, 8
Variable Values:	This variable has multiple numeric values between 0 and 80 that indicate the number of hours an employee worked during the pay period.
Remarks:	None

Variable Name:	FUNDCTL
Description:	FUND CONTROL POINT
Data Type:	Character, 3
Variable Values:	This variable has multiple values such as 0170Ba, 0152A1, and 0160A1. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	FYTDANLV
Description:	LEAVE-YEAR-TO-DATE ANNUAL LEAVE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places. The values indicate how many hours of annual leave an employee has this fiscal year to date.
Remarks:	None

Variable Name:	FYTDCOMP
Description:	COMPTIME REMAINING CURRENT BALANCE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places. The values indicate how many hours of compensation time an employee has this fiscal year to date.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	FYTDLWOP
Description:	LEAVE-YEAR-TO-DATE LWOP USED
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places. The values indicate how many hours of leave without pay time an employee has used this fiscal year to date.
Remarks:	None

Variable Name:	FYTDSICK
Description:	LEAVE-YEAR-TO-DATE SICK LEAVE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places. The values indicate how many hours of sick leave an employee has used this fiscal year to date.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	GARAGE
Description:	GARAGE ALLOWANCE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	GARNACS
Description:	GARNISHMENT-ALIMONY/CHILD SUPPORT
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	GARNBANK
Description:	GARNISHMENT-BANKRUPTCY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	GARNCOM1
Description:	GARNISHMENT-COMMERCIAL #1
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	GARNCOM2
Description:	GARNISHMENT-COMMERCIAL #2
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	GARNTAX1
Description:	GARNISHMENT-TAXES #1
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	GARNTAX2
Description:	GARNISHMENT-TAXES #2
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	GRADE
Description:	PAY GRADE (IN PAY PLAN)
Data Type:	Character, 2
Variable Values:	This variable has values 1-15 and refers to the employee's pay grade.
Remarks:	None

Variable Name:	GROSSPAY
Description:	EMPLOYEE GROSS PAY THIS PAY PERIOD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	HAZARD
Description:	HAZARDOUS DUTY HOURS
Data Type:	Numeric, 8
Variable Values:	The values of this variable are unknown. All values for this variable in the datasets we reviewed were 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	HIADJPT
Description:	HEALTH INS ADJ FOR PART-TIME EMPLOYEE
Data Type:	Character, 1
Variable Values:	The variable has values “P” (participant), “N” (no), and blank.
Remarks:	None

Variable Name:	HICODE
Description:	HEALTH INSURANCE CODE
Data Type:	Character, 3
Variable Values:	There are multiple three-digit values of this variable which correspond to the health insurance plan that the employee has selected.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	HINSEMP
Description:	HEALTH INSURANCE-EMPLOYEE
Data Type:	Numeric, 8
Variable Values:	There are multiple three-digit values of this variable which correspond to the health insurance plan that the employee has selected.
Remarks:	None

Variable Name:	HLTHNTAX
Description:	HEALTH INSURANCE NONTAXABLE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places. The values refer to the amount that the employee contributes to her/his health insurance premium.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	HLTRPDVA
Description:	HEALTH INSURANCE REPAID - VA 0129
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	HOLIDAY
Description:	HOLIDAY HOURS WORKED
Data Type:	Numeric, 8
Variable Values:	This variable has multiple one or two-digit values that indicate how many holiday hours the employee worked during the pay period.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	HOURS
Description:	NORMAL HOURS
Data Type:	Numeric, 8
Variable Values:	This variable has multiple one or two-digit values that indicate how many hours the employee is regularly scheduled to work during a pay period.
Remarks:	None

Variable Name:	HRSADJ
Description:	FTEE-ADJUSTMENT FACTOR
Data Type:	Numeric, 8
Variable Values:	This variable has values 0.1 to 1.
Remarks:	FTEE stands for Full Time Equivalent Employee.

History File Variable Descriptions Continued

Variable Name:	HRSGROSS
Description:	TOTAL FTEE HOURS (GROSS)
Data Type:	Numeric, 8
Variable Values:	This variable has multiple one, two, or three-digit values which refer to the number of hours the employee worked during the pay period.
Remarks:	FTEE stands for Full Time Equivalent Employee.

Variable Name:	IDNUM
Description:	EMPLOYEE ID NUMBER
Data Type:	Numeric, 9
Variable Values:	This variable has an unspecified range of nine-digit numbers. These numbers are unique employee identification numbers that can be used to track employees among multiple History datasets. The PAID office uses an algorithm that utilizes the employees' Social Security Numbers and Station Numbers to create this unique, non-confidential employee ID number.
Remarks:	Although the Master Files do not contain an IDNUM variable, researchers may request that the PAID office create the variable in the Master File extracts in order to track employee information between the Master and History Files.

History File Variable Descriptions Continued

Variable Name:	LEAVE
Description:	LEAVE USED THIS PAY PERIOD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that have up to three decimal places.
Remarks:	This variable indicates the total number of hours of leave that an employee used during the pay period. The value of this variable is the sum of the values of the ANNUAL, COMPTIME, and SICK variables.

Variable Name:	LEVGRP														
Description:	LEAVE GROUP														
Data Type:	Character, 1														
Variable Values:	<table border="1"> <thead> <tr> <th>CODE</th> <th>Service Requirements</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Less than 3 years of service</td> </tr> <tr> <td>2</td> <td>Three years but less than 15 years of service</td> </tr> <tr> <td>3</td> <td>Fifteen or more years of service. SES regardless of years of service.</td> </tr> <tr> <td>4</td> <td>Full time Title 38 physicians, dentists, chiropractors, podiatrists, optometrists, and Director of Nursing Service (VACO) who receive 26 days of annual leave per year</td> </tr> <tr> <td>5</td> <td>Residents</td> </tr> <tr> <td>0</td> <td>Not under a leave system, i.e., not having a regular tour of duty on one or more days during each administrative work week or duty basis is 3</td> </tr> </tbody> </table>	CODE	Service Requirements	1	Less than 3 years of service	2	Three years but less than 15 years of service	3	Fifteen or more years of service. SES regardless of years of service.	4	Full time Title 38 physicians, dentists, chiropractors, podiatrists, optometrists, and Director of Nursing Service (VACO) who receive 26 days of annual leave per year	5	Residents	0	Not under a leave system, i.e., not having a regular tour of duty on one or more days during each administrative work week or duty basis is 3
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Remarks:	None														

History File Variable Descriptions Continued

Variable Name:	LIFEINS
Description:	STANDARD LIFE INSURANCE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	LINSEMPB
Description:	BASIC LIFE INSURANCE- EMPLOYEE SHARE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	LINSFAMI
Description:	FAMILY ADDITIONAL LIFE INSURANCE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	LSUMHRS
Description:	LUMP-SUM HOURS
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

Variable Name:	LWOP
Description:	LEAVE WITHOUT PAY USED THIS PAY PERIOD
Data Type:	Numeric, 8
Variable Values:	This variable has values 0 through 80.
Remarks:	None

Variable Name:	MEDICEMP
Description:	MEDICARE-EMPLOYEE SHARE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places. The values indicate the employee's contribution to Medicare tax.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	MEDICWAG
Description:	MEDICARE WAGE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places. The values indicate the employee's wages (after certain deductions) upon which her/his Medicare tax is determined.
Remarks:	None

Variable Name:	MILCOLA
Description:	MILITARY COLA
Data Type:	Numeric, 8
Variable Values:	All values for this variable in the datasets we reviewed were 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	COLA stands for Cost of Living Allowance.

History File Variable Descriptions Continued

Variable Name:	MILITARY
Description:	MILITARY LEAVE BALANCE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

Variable Name:	MILLVUSD
Description:	MILITARY LEAVE USED THIS PAY PERIOD IN HOURS
Data Type:	Numeric, 8
Variable Values:	This variable has values 0 through 80 and indicates how many hours of military leave the employee used during the pay period.
Remarks:	None

Variable Name:	MILSVCS
Description:	MILITARY RETIREMENT - EMPLOYEE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	NETPAY
Description:	EMPLOYEE NET PAY THIS PAY PERIOD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	NEWSTANO
Description:	NEW STATION NUMBER FOR PCS
Data Type:	Character, 3
Variable Values:	This variable indicates that the employee has moved to a new parent station. This variable indicates the new three-digit station where an employee is located.
Remarks:	PCS stands for permanent change of station.

History File Variable Descriptions Continued

Variable Name:	NIGHT
Description:	NIGHT DIFFERENTIAL HOURS
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places and indicates the number of hours an employee worked a night shift and will receive night differential pay.
Remarks:	None

Variable Name:	NONPAY
Description:	NON-PAY TIME HOURS
Data Type:	Numeric, 8
Variable Values:	This variable has values 0 through 80.
Remarks:	None

Variable Name:	NORMAL
Description:	NORMAL HOURS
Data Type:	Numeric, 8
Variable Values:	This variable has values 0 through 80.
Remarks:	This variable indicates the number of hours that an employee is regularly scheduled to work during a pay period.

History File Variable Descriptions Continued

Variable Name:	NPAL
Description:	NON-PAYABLE ANNUAL LEAVE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

Variable Name:	OINSAGEG
Description:	OPTIONAL LIFE INSURANCE AGE GROUP
Data Type:	Numeric, 8
Variable Values:	This variable has multiple one-digit numeric variables including some negative values. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	ONCALLHR
Description:	ON-CALL HOURS
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	ORGCODE
Description:	ORGANIZATIONAL UNIT
Data Type:	Character, 4
Variable Values:	Click on the following hyperlink for a list of some cost center information: http://www.va.gov/finance/policy/pubs/volumeXIII.asp .
Remarks:	This variable describes the organizational unit where an employee is assigned and also identifies the cost center for fund appropriation accounting.

Variable Name:	OTH3875
Description:	OTHER PAY - 3875
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values. Some values of this variable are. The meaning of this variable is unknown.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	OTHER
Description:	OTHER PAY - 6875
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values. Some values of this variable are negative. The meaning of this variable is unknown.
Remarks:	None

Variable Name:	OVERTIME
Description:	OVERTIME PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name: PAYBASIS																	
Description: PAY BASIS																	
Data Type: Character, 1																	
Variable Values:	<table border="1"> <thead> <tr> <th>CODE</th> <th>DESCRIPTION</th> </tr> </thead> <tbody> <tr> <td colspan="2">1. PER ANNUM (PA)</td> </tr> <tr> <td>1</td> <td>Use when an employee's salary matches the current salary table for the employee's annual rate pay plan and none of the codes below apply. Also used for PMRS (pay plan B) employees whose salary is above the minimum rate and below the maximum rate for their grade on the General Schedule.</td> </tr> <tr> <td>A</td> <td>General Schedule employee with a combination of special rate, 5 USC 5305 or 38 USC 7455, and superior qualifications rate.</td> </tr> <tr> <td>B</td> <td>General Schedule employee with superior qualifications rate authorized to recruit and retain well-qualified employees.</td> </tr> <tr> <td>C</td> <td>Above minimum rate of grade authorized for General Schedule supervisors of wage employees.</td> </tr> <tr> <td>D</td> <td>General Schedule employees paid under a 5 USC 5305 or 38 USC 7455 special salary schedule or Title 38 physician assistant paid a special salary rate under 38 USC 7455.</td> </tr> <tr> <td>3</td> <td>Used when a per annum salary for a graded position does not match the current salary table and is not covered by codes A through D above or H or J below, e.g., saved salary or retained rate, retroactive correction when salary rate coded does not match current salary schedule, etc. Also used for medical and dental residents under full disbursement agreements. (See instructions for INTERN field.) May also be used when a PMRS (pay plan B) employee's rate falls below the minimum rate or above the maximum rate of the grade on the current General Schedule, e.g., for retroactive corrections, when special rates are approved for PMRS employees, OR when authorized by VA Central Office for certain medical or dental resident schedules.</td> </tr> </tbody> </table>	CODE	DESCRIPTION	1. PER ANNUM (PA)		1	Use when an employee's salary matches the current salary table for the employee's annual rate pay plan and none of the codes below apply. Also used for PMRS (pay plan B) employees whose salary is above the minimum rate and below the maximum rate for their grade on the General Schedule.	A	General Schedule employee with a combination of special rate, 5 USC 5305 or 38 USC 7455, and superior qualifications rate.	B	General Schedule employee with superior qualifications rate authorized to recruit and retain well-qualified employees.	C	Above minimum rate of grade authorized for General Schedule supervisors of wage employees.	D	General Schedule employees paid under a 5 USC 5305 or 38 USC 7455 special salary schedule or Title 38 physician assistant paid a special salary rate under 38 USC 7455.	3	Used when a per annum salary for a graded position does not match the current salary table and is not covered by codes A through D above or H or J below, e.g., saved salary or retained rate, retroactive correction when salary rate coded does not match current salary schedule, etc. Also used for medical and dental residents under full disbursement agreements. (See instructions for INTERN field.) May also be used when a PMRS (pay plan B) employee's rate falls below the minimum rate or above the maximum rate of the grade on the current General Schedule, e.g., for retroactive corrections, when special rates are approved for PMRS employees, OR when authorized by VA Central Office for certain medical or dental resident schedules.
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History File Variable Descriptions Continued

CODE	DESCRIPTION
H	General Schedule or annual rate Canteen employee entitled to grade retention. Pay basis codes H, J or X always apply to the retained grade.
J	General Schedule or annual rate Canteen employee paid from a special salary rate schedule and entitled to grade retention. Pay basis codes H, J or X always apply to the retained grade.
2. PER HOUR (PH)	
2	Per Hour
E	Retained rate resulting from application of OPM job grading standards to wage jobs under FWS.
F	Retained average aggregate rate when night pay was included in the computation of the aggregate rate.
4	Retained average aggregate rate when night pay was not included in the computation of the aggregate rate.
5	Retained rate after change to lower grade, expiration of grade retention or upon move to a different wage area.
7	Used for retroactive corrections when wage rate coded does not match current wage schedule or was for a different wage area. May also be used when wage system employees are located in a wage area different from the servicing station. (Use with within-grade eligibility code 6.)
X	Wage employee (pay plan codes 1-7, H or U) entitled to grade retention. Pay basis codes H, J or X always apply to the retained grade.
3. OTHER	
9	Per Diem (PD)
0	Per Annum Consultant and Attending (Fee Basis)
P	Canteen Pieceworkers (PW)
Remarks:	None

History File Variable Descriptions Continued

Variable Name: PAYPLAN		
Description: PAY PLAN (GS, WG, ETC.)		
Data Type: Character, 2		
Variable Values:	Value	Description
	A	General Schedule
	A	Board of Contract Appeals – VACO use only
	A	Senior Level (SL positions) – Use only when authorized by VACO
	A	Stay-In-School under Schedule A, classified under and paid at GS rate
	B	General Schedule employees subject to PMRS
	1	FWS Regular Non-Supervisory Wage Schedule
	2	FWS Regular Leader Wage Schedule
	3	FWS Regular Supervisory Wage Schedule
	4	FWS Special Production Facilitating Wage Schedule
	5	Federal NAF Wage System Non-Supervisory Schedule
	6	Federal NAF Wage System Leader Schedule
	7	Federal NAF Wage System Supervisory Schedule
	G	Purchase and Hire
	1 or 5	Stay-In-School under Schedule A 213.3102(w), classified under and paid at a regularly established wage system rate
	G	Summer Aid under Schedule A 213.3102(v) paid the FLSA minimum wage
	G	Student Aid under Schedule A 213.3102(w) paid the FLSA minimum wage
	J	Physicians, Dentists, (Pay category 38 USC 7404)
	K	Nurses (Pay category 7404; Physician Assistants and Expanded-Functional Dental Auxiliaries (Pay category 38 USC 4107(f))
	P	Clinical Podiatrists and Optometrists (Pay category 38 USC 7404)
L	Physician and Dentists (Pay category 7405)	
M	Nurses (including Graduate Nurse Technicians), Physician Assistants and Expanded Function Dental Auxiliaries (Pay category 38 USC 7504)	

History File Variable Descriptions Continued

	Value	Description
	N	Paramedical and other Non-Medical (Pay category 38 USC 7405)
	Q	Clinical Podiatrists and Optometrists (Pay category 38 USE 7405)
	R	Hospital Administration Residents and Interns (Pay category Sch. B 213.3202(b))
	S	Non-U.S. Citizens – Manila
	U	Canteen retail, Clerical, Administrative Wage Schedule and Annual Rate, and Pieceworkers
	T	Experts and Consultants (Pay category 5 USC 3109)
	E	Senior Executive Service
	W	Secretary of VA, Deputy Secretary, Chief Benefits Director, Chief Medical Director, Assistant Secretaries, Inspector General, General Counsel, Director Veterans Canteen Service and Chairman, Board of Veterans Appeals
	X	Deputy Chief Medical Director, Physicians, Dentists, Nurses and Others (Pay category 38 USC 7404)
Remarks:	None	

History File Variable Descriptions Continued

Variable Name:	PAYYEAR
Description:	ONE BYTE YEAR INDICATOR (PAY YEAR)
Data Type:	Character, 1
Variable Values:	This variable has the value of the last digit of the fiscal year of this pay period.
Remarks:	Fiscal year 2007 has a PAYYEAR value of “7.”

Variable Name:	PERIOD
Description:	CURRENT PAY PERIOD
Data Type:	Numeric, 2
Variable Values:	This variable has values 1 – 26.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	POSNO
Description:	POSITION NUMBER
Data Type:	Character, 8
Variable Values:	This variable has multiple eight-character values that contain both letters and numbers. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	PRK3875
Description:	PARKING ALLOWANCE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	QSLSTA
Description:	Q & S STATION NUMBER
Data Type:	Numeric, 8
Variable Values:	All values of this variable in the datasets we reviewed were 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	QTRNONHK
Description:	QUARTERS - NON-HOUSEKEEPING
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	RECONLY
Description:	RECORDING ONLY INDICATOR
Data Type:	Character, 1
Variable Values:	This variable has values “N” and “Y.”
Remarks:	None

Variable Name:	REGULAR
Description:	REGULAR PAY HOURS
Data Type:	Numeric, 8
Variable Values:	This variable has multiple numeric values (mostly between 0 and 80) that refer to the number of hours of non-night and non-overtime an employee worked during the pay period.
Remarks:	None

Variable Name:	REMPANSH
Description:	EMPL RETIRE SHARE, RE-EMPL ANNUITANT (FERS/CSRS)
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	RESAL1
Description:	RESTORED ANLV #1
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places.
Remarks:	None

Variable Name:	RESAL2
Description:	RESTORED ANLV #2
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	RESALYR1
Description:	RESTORED ANLV #1 YR
Data Type:	Character, 1
Variable Values:	In each dataset, this variable has three values which refer to the last digit of the current year or one of the two following years. The three variable values, therefore, are dependent upon the date of the dataset. A value of "6" refers to FY06. A dataset from FY04 has values "4," "5," and "6." A dataset from FY07 has values "7," "8," and "9." This variable is blank for many employees.
Remarks:	None

Variable Name:	RESALYR2
Description:	RESTORED ANLV #2 YR
Data Type:	Character, 1
Variable Values:	In each dataset, this variable has three values which refer to the last digit of the current year or one of the two following years. The three variable values, therefore, are dependent upon the date of the dataset. A value of "6" refers to FY06. A dataset from FY04 has values "4," "5," and "6." A dataset from FY07 has values "7," "8," and "9." This variable is blank for many employees.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	RETEMPSH
Description:	RETIREMENT-EMPL SHARE (CSRS/FERS)
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places and refers to the amount of money the employee contributed to a Federal retirement plan for the pay period.
Remarks:	None

Variable Name:	RETVASH
Description:	RETIREMENT-VA SHARE (CSRS/FERS)
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places and refers to the amount of money the VA contributed to a Federal retirement plan for the pay period.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	SA1AMT
Description:	SAVINGS #1 - EMPLOYEE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places and refers to the amount that an employee allocated to a savings account during the pay period.
Remarks:	None

Variable Name:	SA1EFTID
Description:	ELECTRONIC FUNDS TRANSFER INDICATOR #1
Data Type:	Character, 1
Variable Values:	This variable has values “Y” or blank. If an employee allotted money to a savings account, this value has a value of “Y.” If an employee did not allot money to a savings account, this variable is blank.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	SA2AMT
Description:	SAVINGS #2 - EMPLOYEE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places and refers to the amount that an employee allocated to a savings account during the pay period.
Remarks:	None

Variable Name:	SA2EFTID
Description:	ELECTRONIC FUNDS TRANSFER INDICATOR #2
Data Type:	Character, 1
Variable Values:	This variable has values “Y” or blank. If an employee allotted money to a savings account, this value has a value of “Y.” If an employee did not allot money to a savings account, this variable is blank.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	SALARY
Description:	ANNUAL SALARY OR HOURLY WAGE RATE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places. In all the datasets we reviewed, this variable had the same value as the SALWAGE variable.
Remarks:	None

Variable Name:	SALWAGE
Description:	ANNUAL SALARY OR HOURLY WAGE RATE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places. In all the datasets we reviewed, this variable had the same value as the SALARY variable.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	SATHRS
Description:	SATURDAY PAY HOURS
Data Type:	Numeric, 8
Variable Values:	This value has an unspecified range of numeric values that contain up to two decimal places and refer to the number of Saturday special pay hours the employee worked during this pay period.
Remarks:	None

Variable Name:	SCDATE
Description:	SERVICE COMPUTATION DATE
Data Type:	Character, 7
Variable Values:	This variable refers to the date that the employee began Federal service and has multiple date values in the format of a two-digit year followed by a three-digit day as it corresponds to the 365-day calendar. For example, January 3, 2007 is written as 07003 and December 29, 2008 is written as 08363.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	SCDYR4
Description:	SERVICE COMPUTATION DATE (WITH CENTURY)
Data Type:	Character, 7
Variable Values:	This variable refers to the date that the employee began Federal service and has multiple date values in the format of a four-digit year followed by a three-digit day as it corresponds to the 365-day calendar. For example, January 3, 2007 is written as 2007003 and December 29, 2008 is written as 2008363.
Remarks:	None

Variable Name:	SCITYTAX
Description:	CITY WITHHOLDING TAX - SECONDARY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	SECGSA
Description:	STATE GSA-CODE
Data Type:	Character, 2
Variable Values:	This variable has multiple two-digit numeric values which refer to a secondary state Geographic Locator Code (GLC). For a full list of GLC codes, see the following link: http://www.gsa.gov/portal/category/21420 .
Remarks:	GSA stands for US General Services Administration. The values of this variable are equal to the STGSACDS (secondary state GSA code) values. What the secondary state GSA code refers to is unknown.

Variable Name:	SECSTTAX
Description:	STATE WITHHOLDING TAX - SECONDARY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar values that contain up to two decimal places and refers to the additional amount the employee allotted to state taxes in addition to the primary withholding amount for this pay period.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	SEPDATE
Description:	SEPARATION DATE (W/CENTURY)
Data Type:	Numeric, 8
Variable Values:	This variable refers to the date that the employee terminated Federal service and has multiple date values in the format of a four-digit year followed by a three-digit day as it corresponds to the 365-day calendar. For example, January 3, 2007 is written as 2007003 and December 29, 2008 is written as 2008363.
Remarks:	None

Variable Name:	SERIES
Description:	OCCUPATION SERIES-OPM ASSIGN CODE
Data Type:	Character, 2
Variable Values:	This variable has values that are either two numbers or a combination of one letter followed by one number and identifies the specialty assignment of physicians, dentists and nurses; the religious denomination of chaplains; and summer employees, trainees and other special programs. See 'Appendix F-Occupational Series, Title and Assignment Code' on the following page for a list of Occupation Series Codes: http://vaww4.va.gov/HRIS/PAID_Coding.asp .
Remarks:	This variable should have the same value as the ASSIGN variable in the Master File.

History File Variable Descriptions Continued

Variable Name:	SEX
Description:	SEX OF EMPLOYEE
Data Type:	Numeric, 8
Variable Values:	This variable has a value of 1 for male and 2 for female.
Remarks:	None

Variable Name:	SICK
Description:	TOTAL SICK LEAVE USED THIS PAY PERIOD
Data Type:	Character, 1
Variable Values:	This variable has a range of numeric values between 0 and 80. The values can contain up to two decimal places.
Remarks:	None

Variable Name:	SICKCRHR
Description:	SICK LEAVE CREDITED THIS PAY PERIOD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	SICKEOP
Description:	SICK LEAVE AT END OF PRIOR LEAVE YEAR
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places and refers to the number of sick leave hours the employee had one year prior to the current pay period.
Remarks:	None

Variable Name:	SLADOPT
Description:	SICK LEAVE USED TO ADOPT CHILD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places.
Remarks:	None

Variable Name:	SLCARE
Description:	SICK LEAVE USED FOR FAMILY CARE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	SLOTHER
Description:	SICK LEAVE USED - OTHER
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places.
Remarks:	None

Variable Name:	SPCPAY
Description:	PHYSICIANS/DENTISTS SPECIAL PAY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	SPECIAL
Description:	OVERTIME HRS. (REGULAR) - ALTERNATE NAME
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places.
Remarks:	The exact meaning of this variable is unknown. This variable does not have the same values as the OVERTIME variable.

History File Variable Descriptions Continued

Variable Name:	SSTWAMT
Description:	STATE ADDITIONAL TAX - SECONDARY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	STA3875
Description:	STATION PAY - 3875
Data Type:	Numeric, 8
Variable Values:	All values of this variable in the datasets we reviewed were 0. The meaning of this variable is unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	STANDBY
Description:	STANDBY PAY HOURS
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	STAPAY
Description:	STATION PAY - 6875
Data Type:	Numeric, 8
Variable Values:	All values of this variable in the datasets we reviewed were 0. The meaning of this variable is unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	STATETAX
Description:	STATE WITHHOLDING TAX - PRIMARY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name: STEP		
Description: PAY STEP (IN GRADE)		
Data Type: Character, 2		
Variable Values:	VALUE	DESCRIPTION
	Step 01-26	General Schedule, Title 38 annual rate (physicians, dentists, podiatrists, optometrists, nurses, physician assistants, expanded-function dental auxiliaries and GS employees appointed under Title 38) and Canteen annual rate Except for Title 38 nurses, use step 10 for employees above who are on pay retention. Use step 00 for Title 38 nurses and nurse anesthetists (pay plan K and M) on pay retention.
	1-5; based on step	Wage and Canteen hourly rate. Use step 5 for these employees who are on pay retention.
	1-6; based on level	Senior Executive Service
	00	Use with pay plan K or M; Nurse and Nurse Anesthetists on Pay Retention.
	Y	The meaning of this value is unknown.
Remarks: None		

History File Variable Descriptions Continued

Variable Name:	STEXMP1P
Description:	STATE EXEMPT 1 - PRIMARY
Data Type:	Numeric, 8
Variable Values:	This variable appears to have a range of values of 0 to 250. All values are multiples of ten. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	STEXMP1S
Description:	STATE EXEMPT 1 - SECONDARY
Data Type:	Numeric, 8
Variable Values:	All values of this variable in the datasets we reviewed were 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	STEXMP2P
Description:	STATE EXEMPT 2 - PRIMARY
Data Type:	Numeric, 8
Variable Values:	This variable has values 0-999. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	STEXMP2S
Description:	STATE EXEMPT 2 - SECONDARY
Data Type:	Numeric, 8
Variable Values:	All values of this variable in the datasets we reviewed were 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	STGSACDP
Description:	STATE GSA CODE - PRIMARY
Data Type:	Character, 2
Variable Values:	This variable has multiple two-digit numeric values which refer to the state Geographic Locator Code (GLC) where the employee works. For a full list of GLC codes, see the following link: http://www.gsa.gov/portal/category/21420 .
Remarks:	GSA stands for US General Services Administration. The values of this variable are equal to the first two characters of the CITY2GSA and CYGSACDP variable values.

Variable Name:	STGSACDS
Description:	STATE GSA CODE - SECONDARY
Data Type:	Character, 2
Variable Values:	This variable has multiple two-digit numeric values which refer to a secondary state Geographic Locator Code (GLC). For a full list of GLC codes, see the following link: http://www.gsa.gov/portal/category/21420 .
Remarks:	GSA stands for US General Services Administration. The values of this variable are equal to the SECGSA (secondary state GSA code) values. What the secondary state GSA code refers to is unknown.

History File Variable Descriptions Continued

Variable Name:	STMARSTP
Description:	STATE MARITAL STATUS - PRIMARY
Data Type:	Character, 2
Variable Values:	This variable has values, 0, 1, 2, M, S, MJ, MS, MO, MB, and HH. The meanings of these values are unknown. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	STMARSTS
Description:	STATE MARITAL STATUS - SECONDARY
Data Type:	Character, 1
Variable Values:	The values of this variable are unknown. All values in the datasets we reviewed were blank. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	STRESCDP
Description:	STATE RESIDENCE CODE - PRIMARY
Data Type:	Character, 2
Variable Values:	All of the values of this variable in the datasets we reviewed were blank.
Remarks:	None

Variable Name:	STTAXAD
Description:	STATE ADDL-TAX - PRIMARY
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of whole dollar amount values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	STULOAN
Description:	STUDENT LOAN AMOUNT
Data Type:	Numeric, 8
Variable Values:	All of the values of this variable in the datasets we reviewed were 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

Variable Name:	SUBACNT
Description:	SUB-ACCOUNT IN COST CENTER
Data Type:	Numeric, 8
Variable Values:	This variable contains multiple two-digit values.
Remarks:	A Cost Center is an organizational unit where an employee is assigned to work.

Variable Name:	SUNDAY
Description:	SUNDAY PAY HOURS
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places. The values refer to the number of Sunday special pay hours the employee worked during this pay period.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	SUPVLVL																				
Description:	SUPERVISORY LEVEL																				
Data Type:	Character, 1																				
Variable Values:	This variable has values “0” – “9” and “E,” “F,” “G,” “H,” “I,” “N,” “O,” “P,” “Q,” “R.” Please see the Remarks sections below for information on the letter variables.																				
	<table border="1"> <thead> <tr> <th>CODE</th> <th>JOB</th> </tr> </thead> <tbody> <tr> <td colspan="2" style="text-align: center;">FEDERAL WAGE SYSTEM JOBS</td> </tr> <tr> <td>0</td> <td>Nonsupervisory</td> </tr> <tr> <td>1</td> <td>Leader</td> </tr> <tr> <td>2</td> <td>Supervisor</td> </tr> <tr> <td colspan="2" style="text-align: center;">ALL OTHER FIELD STATION POSITIONS</td> </tr> <tr> <td>1</td> <td>Field Facility Director VISN Director</td> </tr> <tr> <td>2</td> <td>VISN Deputy Director VISN Chief Medical Officer Associate Director Chief of Staff Nurse Executive/Chief Nurse</td> </tr> <tr> <td>3</td> <td>Assistant Director</td> </tr> <tr> <td>4</td> <td>Chief, Medical Administration Officer (Independent OPC) Field Supervisor, VCSFO</td> </tr> </tbody> </table>	CODE	JOB	FEDERAL WAGE SYSTEM JOBS		0	Nonsupervisory	1	Leader	2	Supervisor	ALL OTHER FIELD STATION POSITIONS		1	Field Facility Director VISN Director	2	VISN Deputy Director VISN Chief Medical Officer Associate Director Chief of Staff Nurse Executive/Chief Nurse	3	Assistant Director	4	Chief, Medical Administration Officer (Independent OPC) Field Supervisor, VCSFO
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History File Variable Descriptions Continued

CODE	JOB
5	Assistant Chief of Staff Associate Chief of Staff Associate Chief of Staff for Ambulatory Care Associate Chief of Staff for Education Associate Chief of Staff for Extended Care Associate Chief of Staff for Research Chief Medical Officer (OPC) Chief of Service or Division Clinic Director (OPC) Chief, Canteen Service Cemetery Director Director, Central Dental Laboratory Director, Dental Education Center Director, Dental Research Laboratory Director, Geriatric Research Education and Clinical Center Director, Regional Medical Education Center Director, Washington Continuing Education Center Other positions specifically authorized as comparable to Service Chief
6	Assistant Chief, Service or Division Assistant Clinic Director (OPC) Assistant Chief, Canteen Service Assistant Cemetery Director
7	Section Chief Section Chief, VACFO Supervisory Nurse Chief of Service (OPC) Chief of Medical Administration Division (OPC)
8	Assistant Section Chief Assistant Section Chief, VCSFO Assistant Chief of Medical Administration Division (OPC)
9	Unit Chief and other lower supervisory positions not covered by codes 1 through 8 Head Nurse, Medical Center Section Chief or Unit Chief (OPC)
0	Nonsupervisory positions

History File Variable Descriptions Continued

Below are the codes for levels 5 – 9 Supervisors and Management Officials.			
Remarks:	Current PAID Codes for Supervisor/ Managers	Substitute Codes for Supervisor (CSRA)	Substitute Codes for Management Officials (CSRA)
	5	E	N
	6	F	O
	7	G	P
	8	H	Q
	9	I	R
This variable has values equal to those of the SUPL variable in the Master File.			

History File Variable Descriptions Continued

Variable Name:	TEMPHRS
Description:	TEMPORARY HOURS
Data Type:	Numeric, 8
Variable Values:	This variable has a range of numeric values from 0 to 80 in multiples of 10.
Remarks:	None

Variable Name:	TLUNIT
Description:	TIME AND LEAVE UNIT
Data Type:	Character, 3
Variable Values:	This variable has an unspecified range of three-character values that usually contain three digits but sometimes contain alpha characters. This variable also has a value “SEP” which indicates that the employee has either separated from her/his time and leave unit or has terminated employment with the VA.
Remarks:	Time and Leave (T&L) Units are timekeeping groups (for payroll purposes) that are not consistently defined among VA hospitals. For example, the intensive care unit at one hospital may have eight T&L Units while another hospital’s intensive care unit may have five T&L Units. For information on how to map T&L Units to hospital departments, please contact Ciaran Phibbs at the Health Economics Resource Center (Ciaran.Phibbs@va.gov).

History File Variable Descriptions Continued

Variable Name:	TRANSIT
Description:	TRANSIT NONTAXABLE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	TRVLAWD
Description:	TRAVEL AWARD
Data Type:	Numeric, 8
Variable Values:	All values of this variable in the datasets we reviewed were 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	TSPDATE
Description:	TSP STATUS-DATE (W/CENTURY)
Data Type:	Character, 7
Variable Values:	This variable has multiple date values in the format of a four-digit year followed by a three-digit day as it corresponds to the 365-day calendar. For example, January 3, 2007 is written as 2007003 and December 29, 2008 is written as 2008363.
Remarks:	This variable appears to refer to the date when an employee began contributing to TSP.

Variable Name:	TSPINS
Description:	UNKNOWN (TSPINS)
Data Type:	Numeric, 8
Variable Values:	Unknown. All values of this variable in the datasets we reviewed were 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	TSPLOAN
Description:	TSP LOAN 1 AMOUNT
Data Type:	Numeric, 8
Variable Values:	This variable an unspecified range of dollar amounts that contain up to two decimal places.
Remarks:	None

Variable Name:	TSPLOAN2
Description:	TSP LOAN 2 AMOUNT
Data Type:	Numeric, 8
Variable Values:	This variable an unspecified range of dollar amounts that contain up to two decimal places.
Remarks:	None

Variable Name:	TSPPRCNT
Description:	TSP PERCENTAGE AMOUNT
Data Type:	Numeric, 8
Variable Values:	This variable an unspecified range of dollar amounts that contain up to two decimal places.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	TSPSCD
Description:	TSP SERVICE COMPUTATION DATE (W/CENTURY)
Data Type:	Character, 7
Variable Values:	This variable refers to the date that the employee began Federal service and has multiple date values in the format of a two-digit year followed by a three-digit day as it corresponds to the 365-day calendar. For example January 3, 2007 is written as 07003 and December 29, 2008 is written as 08363. Several employees have the value "0000000." The meaning of this variable is unknown, but does not seem to indicate that the employee is not enrolled in TSP.
Remarks:	The value of this variable is usually equal to the value of the SCDATE (Service Computation Date) variable.

Variable Name:	TSPSTAT
Description:	TSP STATUS
Data Type:	Character, 1
Variable Values:	The values of this variable are "Y," "N," "S," "I," "T," "W," "E," and blank. The meanings of these values are unknown.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	TSPVESTD
Description:	TSP VESTED INDICATOR
Data Type:	Character, 1
Variable Values:	All values of this variable in the datasets we reviewed were blank.
Remarks:	None

History File Variable Descriptions Continued

Variable Name: TYPAPPT		
Description: TYPE OF APPOINTMENT		
Data Type: Character, 1		
Variable Values:	Value	Description
	1	Career
	2	Career Conditional
	3	Temporary Appointment Pending Establishment of Register, pending action on reopening appeal, indefinite, status quo, special tenure and other non-status non-temporary appointments.
	4	Temporary Limited
	5	Excepted without time limit except noncareer and dental residents.
	6	Excepted with time limit and ALL noncareer medical and dental residents.
	7	Excepted Without Time Limit – Trial Period Completed
	8	Excepted With Time Limit – (Do not use for Stay-In-School or Summer Aid employees.)
	9	Veterans Readjustment Appointment – (Developmental Jobs Program – Worker Trainee Opportunity.)
	A	Career Employee Serving in a Probationary Period
	D	Excepted Without Time Limit Serving in a Trial Period
	E	Excepted – Conditional (NTE 120 days after graduation) (Do not use for Federal Junior Fellowship Program.)
	F	Excepted Indefinite – (Use for intermittent Canteen employees. Use also for other excepted indefinite appointments under pay plans A, H, S, T, U and 1-7.)
	H	Excepted – Conditional (NTE 120 days after graduation) (Use for Federal Junior Fellowship Program only.)
	J	Temporary Limited – Summer – (This code applied to appointments from an agency list of eligible established as a result of the Summer Jobs Announcement No. 414. Use only with NOA 117A or 517A, authority code M2M, Reg. 316.412(a) Summer.)
	K	Temporary Limited – Vietnam Era Veterans
L	Temporary Limited – 30 Percent Compensable Disabled Veteran – (Use with veteran preference codes 6, F, O or W. Pay plan code must be A, H, or 1-4.)	
M	SES Career	
N	SES Career – Probation/Placement Rights	

History File Variable Descriptions Continued

	Value	Description
Variable Values:	P	Temporary Appointment Pending Establishment of Register – (Developmental Jobs Program – Worker Trainee Opportunity)
	R	Veterans Readjustment Appointment – (Use this code for employees appointed or converted to service under authority of CFR 307.103(a), 307.103(b), 307.103 (c), or 307.103(d).)
	S	SES Career – Probation/No Placement Rights
	T	Term Appointment – (Use with NOA 108 and 508 and pay plan codes A, B or 1-4 only.)
	U	SES Noncareer
	V	SES Limited Term
	W	Career Conditional Appointment – (Development Jobs Program – Worker Trainee Opportunity. Use this code with NOA 100, 101, 500 or 501C and authority code A2M, CS Cert. No. WTO.)
	X	Excepted With Time Limit – (Use for summer aids appointed under authority of Sch. A, 213.3102(v).)
	Y	Excepted With Time Limit – SIS – (Use this code instead of code 8 for employees in the Stay-In-School Campaign under authority of Sch. A, 213.3102(w).)
	Z	SES Limited Emergency
Remarks:	This variable has the same values as the APPT variable in the Master File.	

History File Variable Descriptions Continued

Variable Name:	UGFCODE
Description:	COMBINED FEDERAL CAMPAIGN CODE
Data Type:	Character, 3
Variable Values:	This variable has three-character alpha-numeric values. The meanings of these values are unknown.
Remarks:	For more information about the Combined Federal Campaign program, please visit the following website: http://www.opm.gov/CFC/

Variable Name:	UGFDED
Description:	COMBINED FEDERAL CAMPAIGN CONTRIBUTION-EMPLOYEE
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places and indicate the amount of money the employee contributed to CFC during the pay period.
Remarks:	For more information about the Combined Federal Campaign program, please visit the following website: http://www.opm.gov/CFC/

History File Variable Descriptions Continued

Variable Name:	UNCODE1
Description:	UNION CODE #1
Data Type:	Character, 4
Variable Values:	This variable has four-character alpha-numeric values. The meanings of these values are unknown.
Remarks:	None

Variable Name:	UNCODE2
Description:	UNION CODE #2
Data Type:	Character, 4
Variable Values:	This variable has four-character alpha-numeric values. The meanings of these values are unknown.
Remarks:	None

Variable Name:	UNDUE1
Description:	UNION #1 DUES
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places and indicate the amount of money the employee contributed to union dues during the pay period.
Remarks:	None

History File Variable Descriptions Continued

Variable Name:	UNDUE2
Description:	UNION #2 DUES
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places and indicate the amount of money the employee contributed to union dues during the pay period.
Remarks:	None

Variable Name:	VCSAMT
Description:	VOLUNTARY VCS AMOUNT
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values without any decimal places. The meaning of this variable is unknown.
Remarks:	VCS stands for Veterans Canteen Service.

Variable Name:	VCSSALES
Description:	VCS PERCENTAGE OF SALES
Data Type:	Numeric, 8
Variable Values:	All values of this variable in the datasets we reviewed were 0. This variable was not of interest to our research team; therefore, we did not make a special effort to obtain information about the variable values.
Remarks:	VCS stands for Veterans Canteen Service.

History File Variable Descriptions Continued

Variable Name: VCSW12B											
Description: VCS SALES INDICATOR											
Data Type: Numeric, 8											
Variable Values:	<table border="1"> <thead> <tr> <th>Value</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Week 1 of Pay Period</td> </tr> <tr> <td>2</td> <td>Week 2 of Pay Period</td> </tr> <tr> <td>B</td> <td>Both Weeks</td> </tr> <tr> <td>blank</td> <td>No VCS Sales</td> </tr> </tbody> </table>	Value	Description	1	Week 1 of Pay Period	2	Week 2 of Pay Period	B	Both Weeks	blank	No VCS Sales
	Value	Description									
	1	Week 1 of Pay Period									
	2	Week 2 of Pay Period									
B	Both Weeks										
blank	No VCS Sales										
Remarks: VCS stands for Veterans Canteen Service.											

Variable Name: VOLALLOT	
Description: VOLUNTARY ALLOTMENT - EMPLOYEE	
Data Type: Numeric, 8	
Variable Values:	This variable has an unspecified range of dollar amount values that do not contain a decimal point.
Remarks: None	

History File Variable Descriptions Continued

Variable Name:	WHLDTAX
Description:	FEDERAL WITHHOLDING TAX THIS PAY PERIOD
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of dollar amount values that contain up to two decimal places.
Remarks:	None

Variable Name:	WORKED
Description:	NUMBER OF HOURS EMPLOYEE IS PAID FOR WORKING
Data Type:	Numeric, 8
Variable Values:	This variable has an unspecified range of numeric values that contain up to two decimal places.
Remarks:	This variable indicates the number of hours the employee is paid for during the pay period. This number is the sum of the following variables: ACTUAL (actual number of hours worked), SICK (number of sick leave hours taken), ANNUAL (number of annual leave hours taken) and COMPTIME (compensation hours taken).