

Benefits

Data Dictionary

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Information and Technology Services

Comments and Suggestions

Your feedback is very important to us. As a U-M Data Warehouse user, we encourage you to tell us what you like or dislike about this Data Dictionary. Your comments and suggestions will help us improve this and other ITS documentation for you in the future.

Please email your comments and suggestions to 4help@umich.edu. Thank you.

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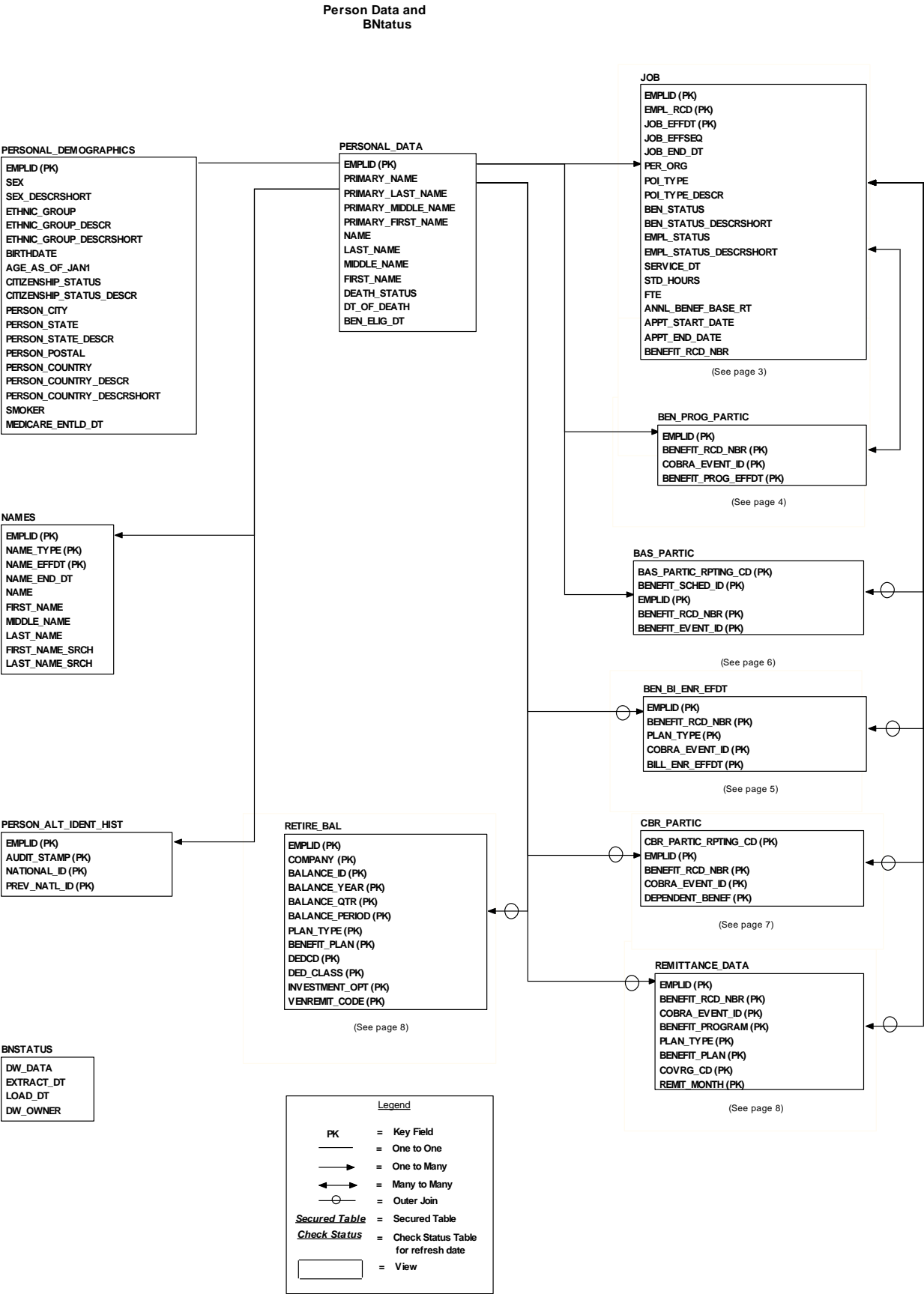
Benefits Tables Diagram

The Benefits Tables Diagram illustrates the *logical* relationships among the Benefits tables. A logical link (connecting line) between two tables indicates that there is a direct data relationship between the two tables. Physically, any tables with a common element can be joined. However, two tables with common elements may not necessarily have logical links to one another. Joining tables without logical links may produce undesired results; a thorough understanding of the data is needed to guarantee accurate results.

All tables within a data set are not necessarily refreshed on the same schedule. It is ***extremely important*** to query the status table to determine when the data in each table was last refreshed and to determine the impact this will have on query results.

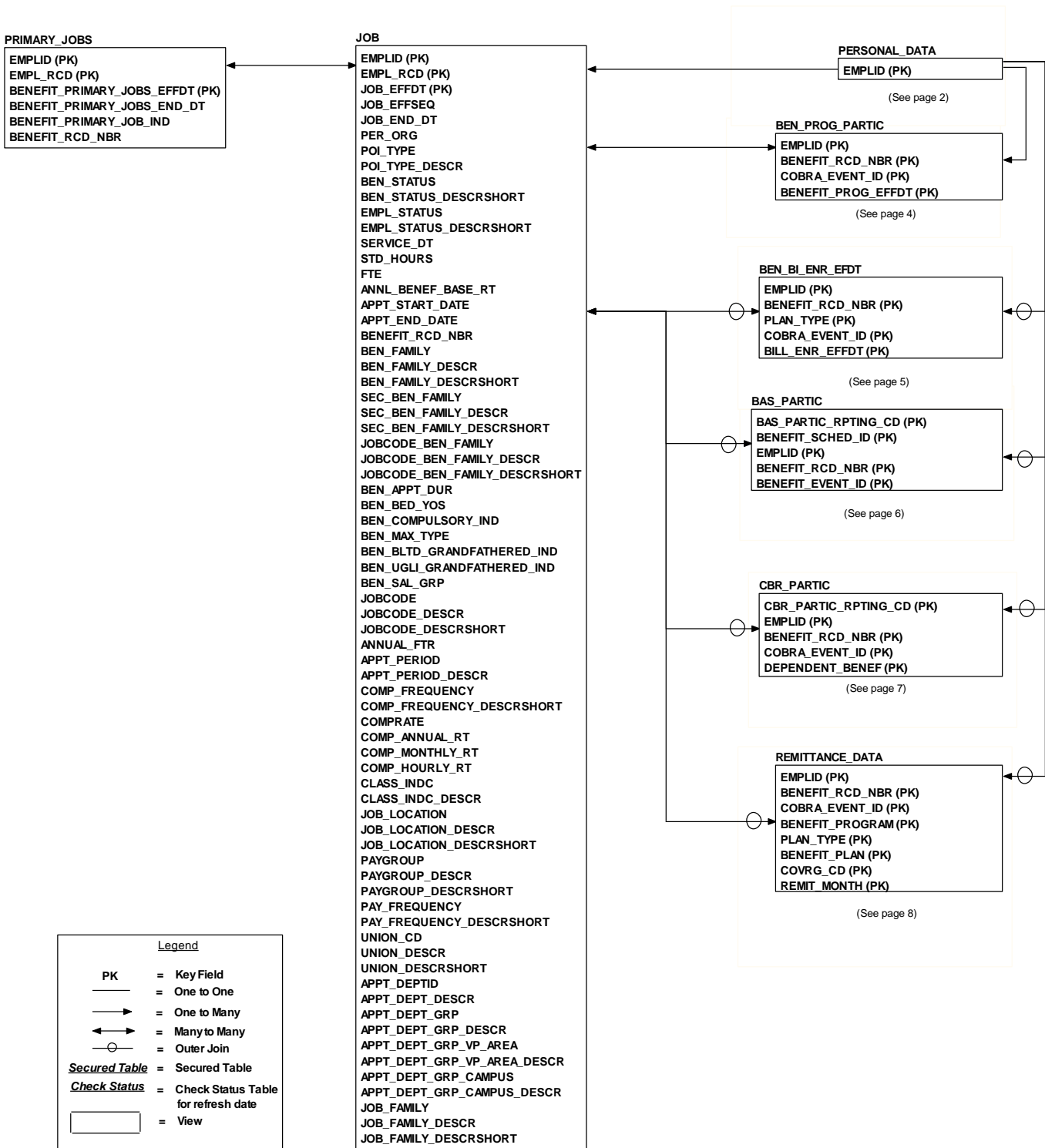
Click for a detailed [description of the joins used between tables.](#)

Click for a detailed [description of the joins used between tables.](#)

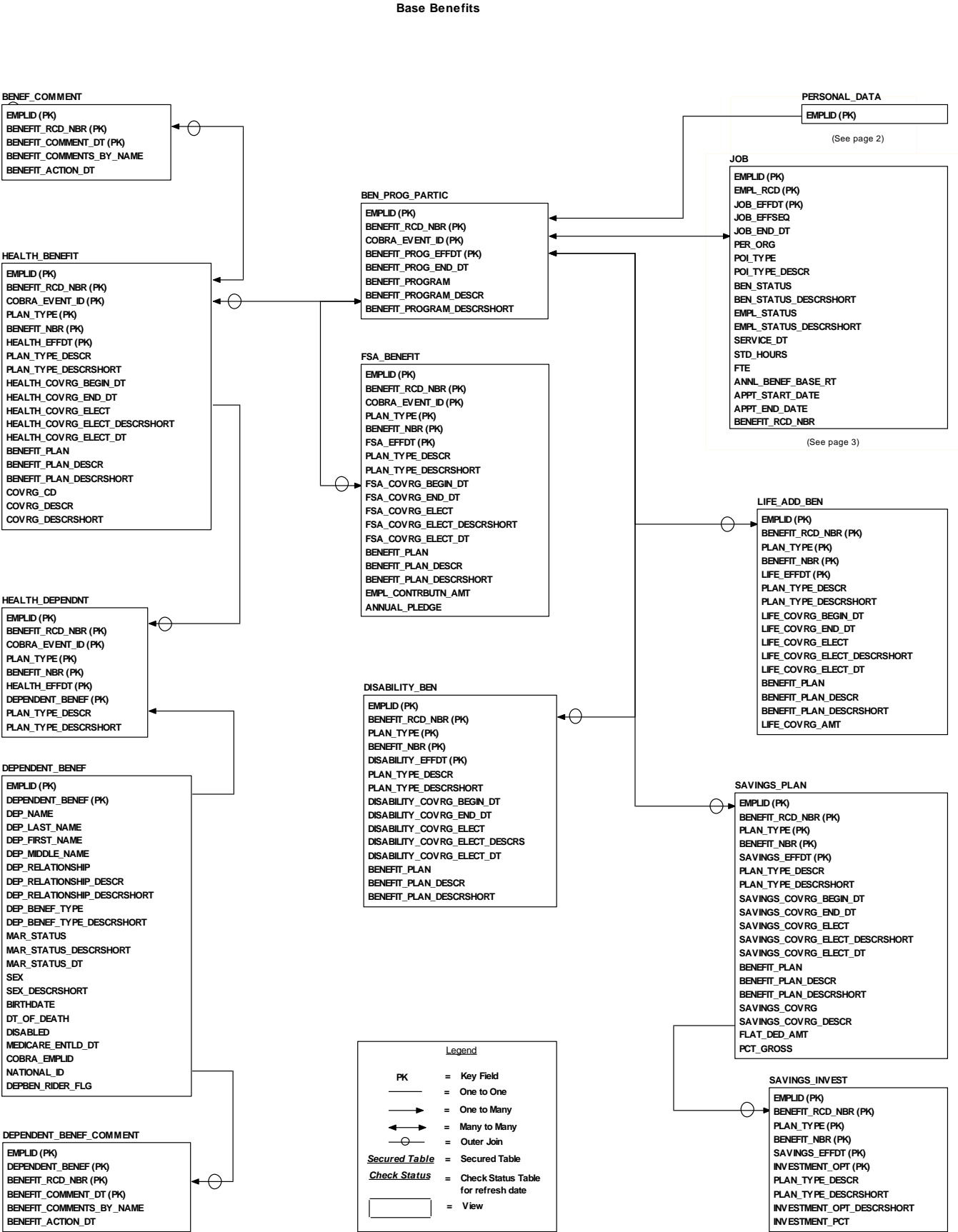


Click for a detailed [description of the joins used between tables.](#)

Job Data

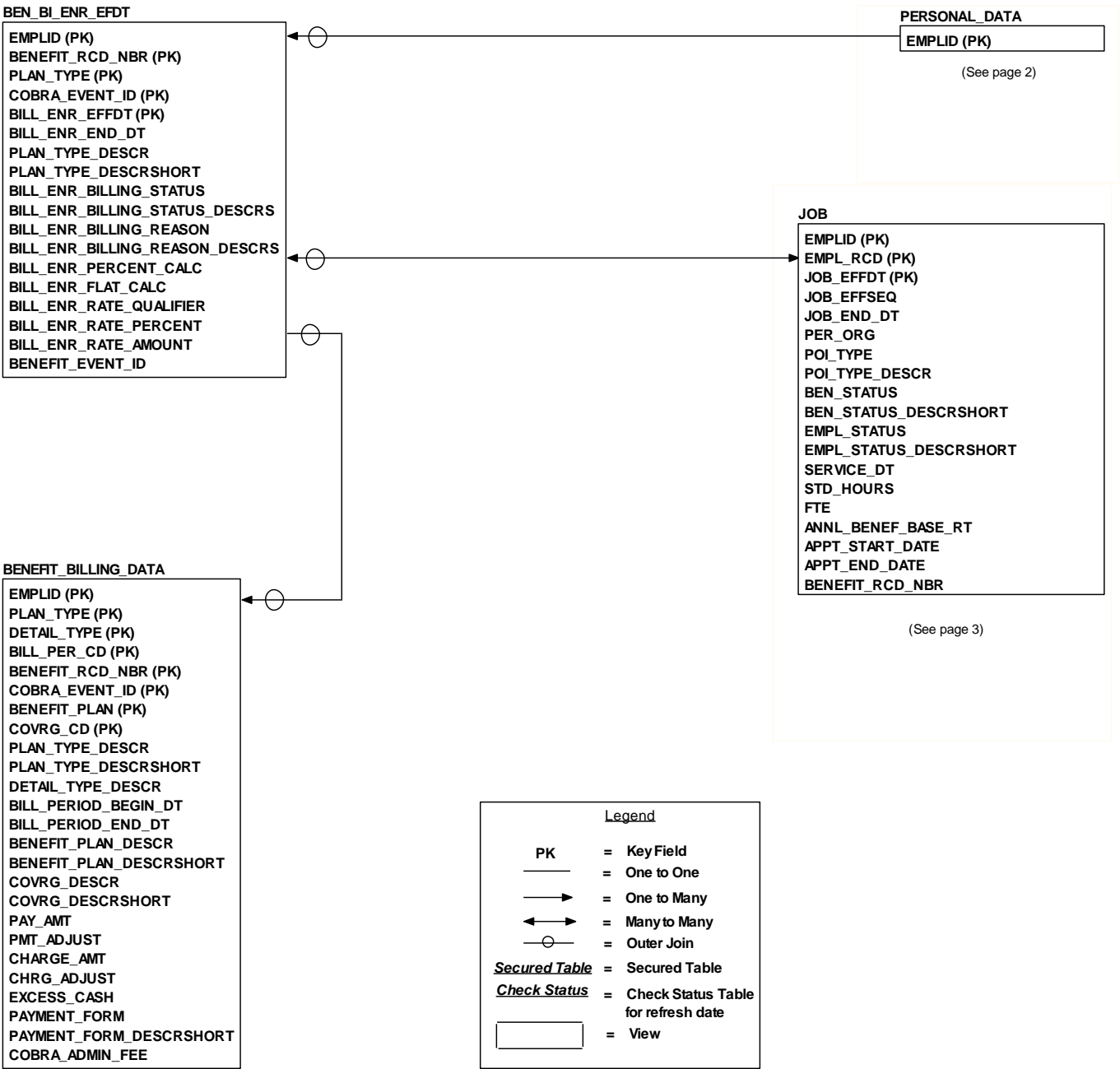


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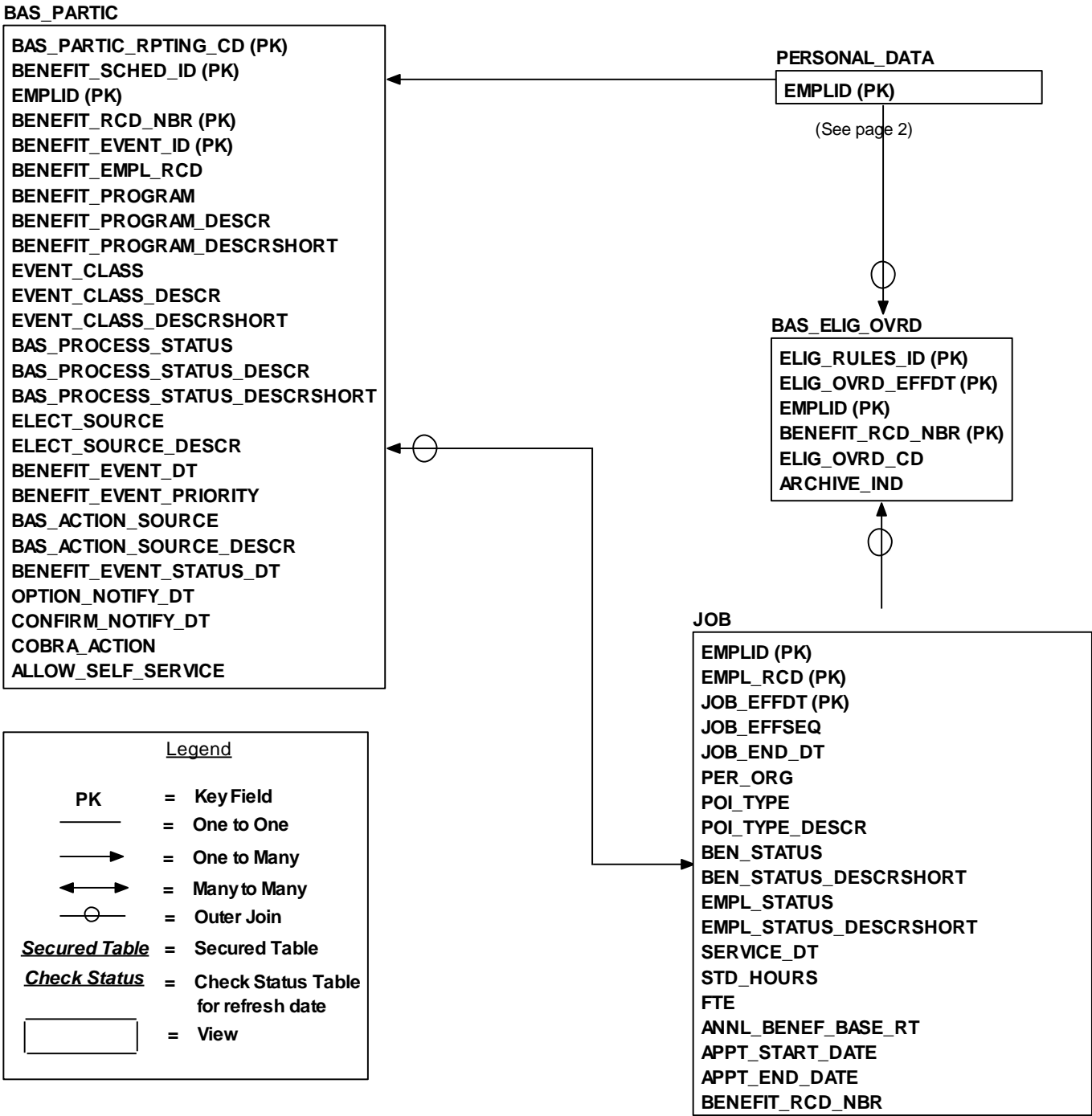
Click for a detailed [description of the joins used between tables.](#)

Benefits Billing



Click for a detailed [description of the joins used between tables.](#)

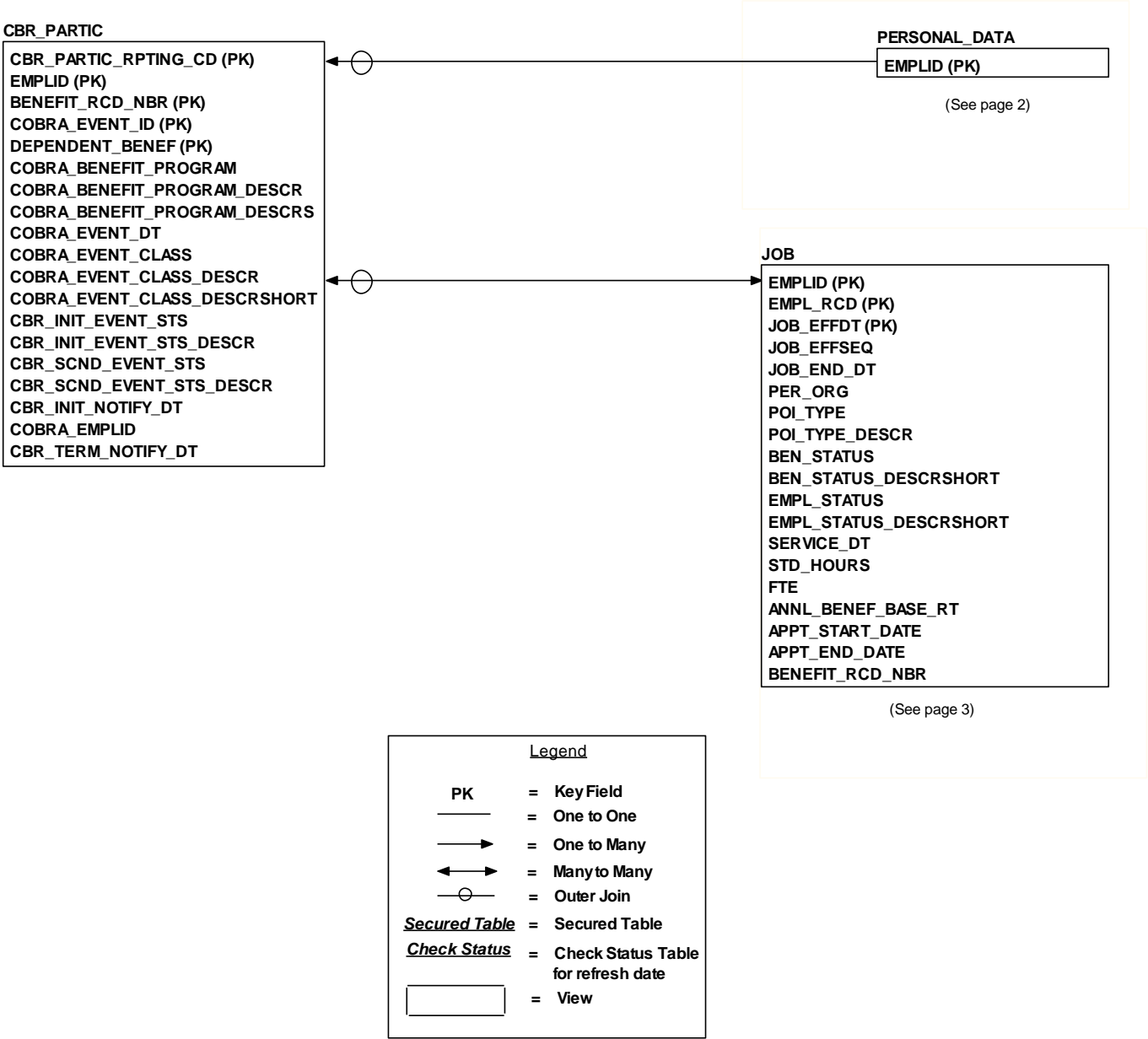
Benefits Administration Events



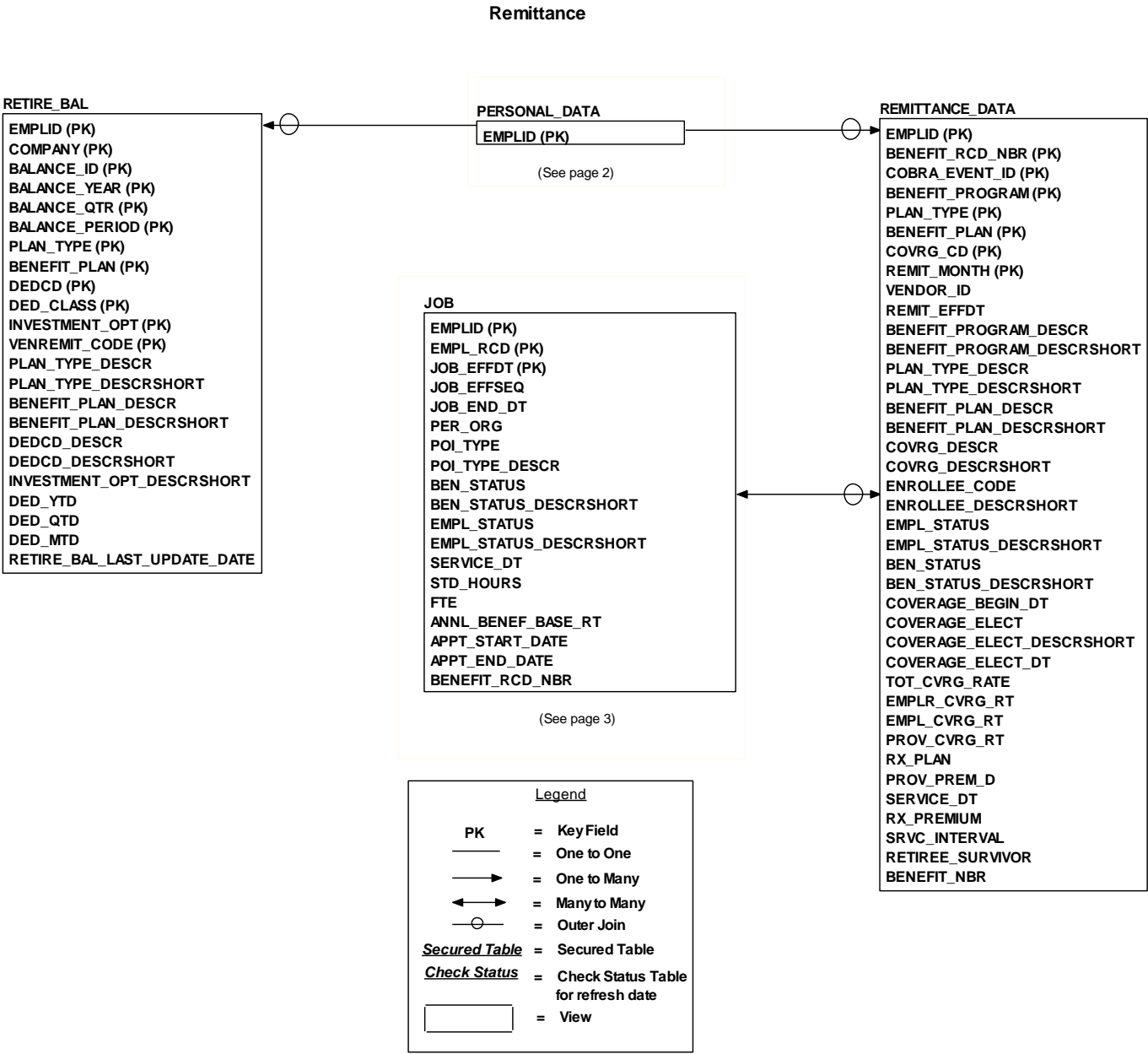
(See page 3)

Click for a detailed [description of the joins used between tables.](#)

COBRA Events

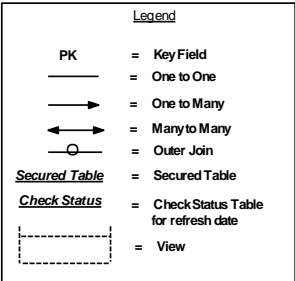


Click for a detailed [description of the joins used between tables.](#)



Click for a detailed [description of the joins used between tables.](#)

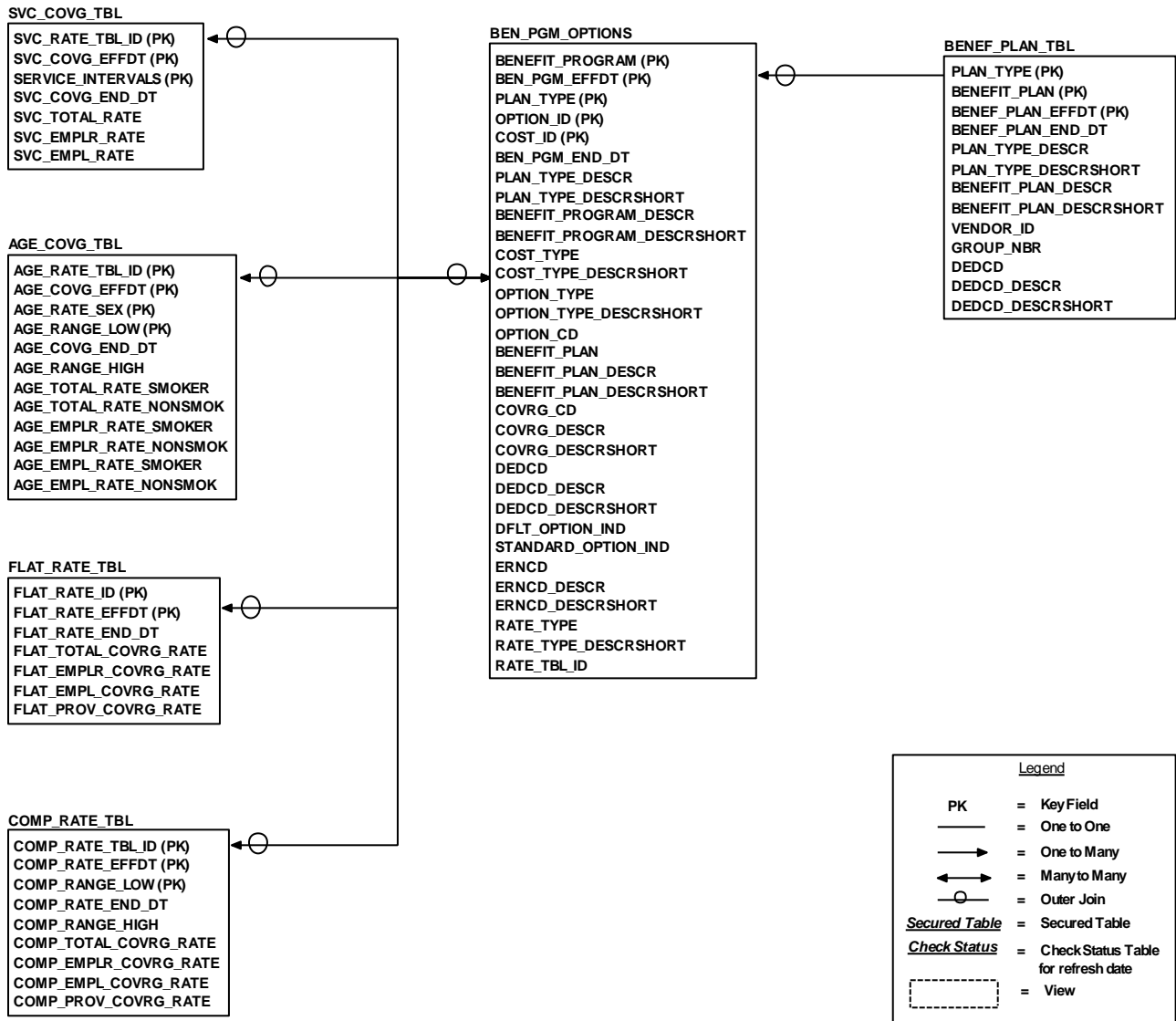
Benefits Data



BENEFITS_DATA
BENEFITS_DATA_RPTING_CD (PK)
EMPLID (PK)
BENEFIT_PRIMARY_JOB_NBR (PK)
COBRA_EVENT_ID (PK)
DEPENDENT_BENEF (PK)
PLAN_TYPE (PK)
DEP_RELATIONSHIP
DEP_RELATIONSHIP_DESCR
DEP_RELATIONSHIP_DESCRSHORT
PRIMARY_NAME
PRIMARY_LAST_NAME
PRIMARY_MIDDLE_NAME
PRIMARY_FIRST_NAME
PLAN_TYPE_DESCR
PLAN_TYPE_DESCRSHORT
BENEFIT_EFFDT
BENEFIT_PLAN
BENEFIT_PLAN_DESCR
BENEFIT_PLAN_DESCRSHORT
RX_ACCOUNT
RX_GROUP
ENROLLEE_CODE
ENROLLEE_DESCRSHORT
COVERAGE_ELECT
COVERAGE_ELECT_DESCRSHORT
COVRG_CD
COVRG_DESCR
COVRG_DESCRSHORT
BENEFIT_COVRG_BEGIN_DT
BENEFIT_PROGRAM
BENEFIT_PROGRAM_DESCR
BENEFIT_PROGRAM_DESCRSHORT
BEN_STATUS
BEN_STATUS_DESCRSHORT
EMPL_STATUS
EMPL_STATUS_DESCRSHORT
BEN_FAMILY
BEN_FAMILY_DESCR
BEN_FAMILY_DESCRSHORT
SEC_BEN_FAMILY
SEC_BEN_FAMILY_DESCR
SEC_BEN_FAMILY_DESCRSHORT
JOBCODE_BEN_FAMILY
JOBCODE_BEN_FAMILY_DESCR
JOBCODE_BEN_FAMILY_DESCRSHORT
SERVICE_DT
ANNL_BENEF_BASE_RT
PERSON_STD_HOURS
PERSON_COMP_ANNUAL_RT
PERSON_FTE
NATIONAL_ID
BIRTHDATE
AGE
AGE_AS_OF_JAN1
DT_OF_DEATH
MEDICARE_ENTLD_DT
DISABLED
SEX
SEX_DESCRSHORT
STATE
STATE_DESCR
COUNTRY
COUNTRY_DESCR
COUNTRY_DESCRSHORT
POSTAL
PREMIUM
UNIV_CONTRIB
EMPL_CONTRIB
VENDOR_NAME
GROUP_NBR
POLICY_NBR
VENDOR_COVRG_CD
VENDOR_COVRG_DESCR
VENDOR_COVRG_DESCRSHORT
LIFE_COVRG_AMT
PAYGROUP
PAYGROUP_DESCR
PAYGROUP_DESCRSHORT
JOB_FAMILY
JOB_FAMILY_DESCR
JOB_FAMILY_DESCRSHORT

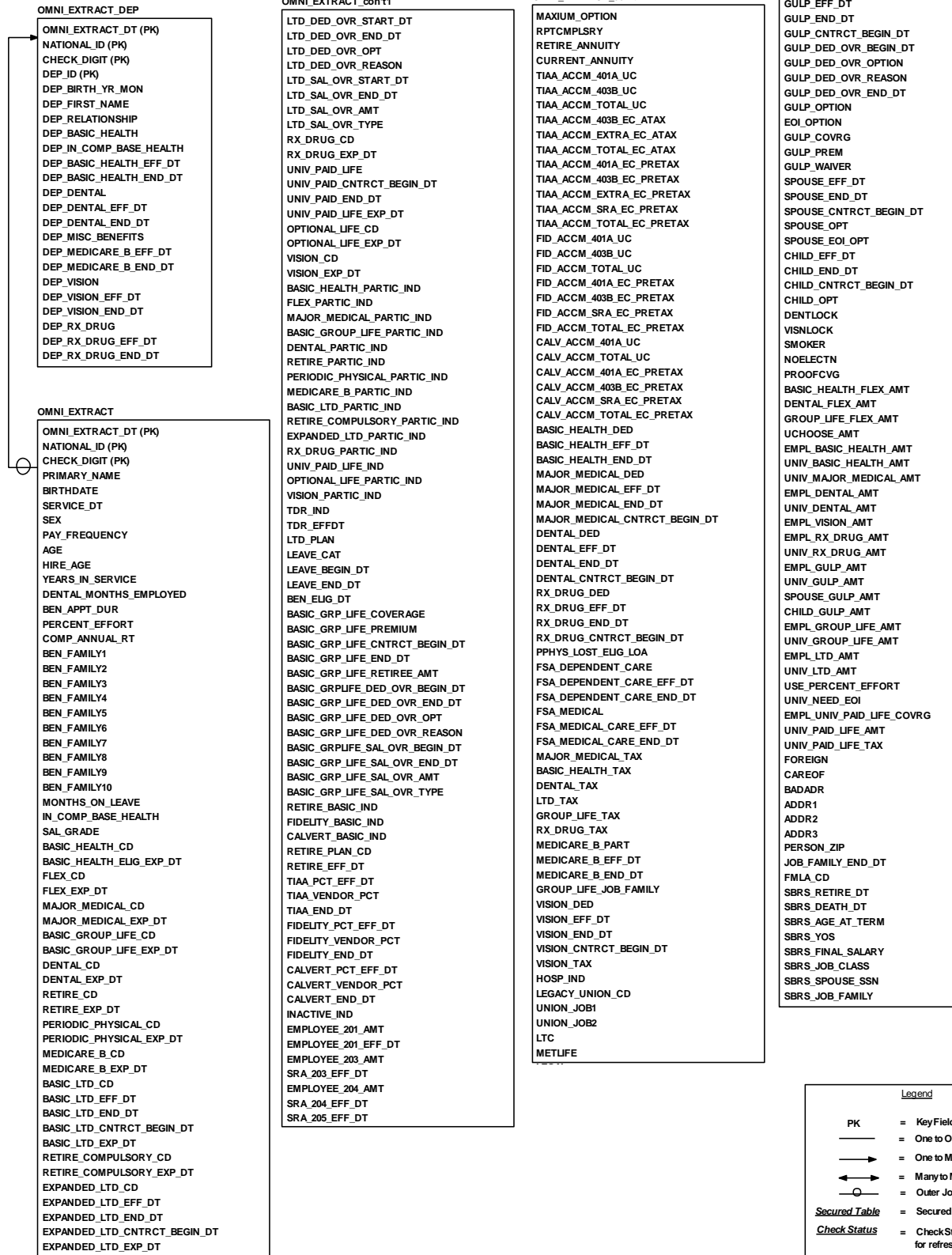
Click for a detailed [description of the joins used between tables.](#)

Benefits Program Setup



Click for a detailed [description of the joins used between tables.](#)

Pre 2001 Benefits Data



Benefits Tables Description

The Benefits Tables Description provides the following information for each table in the U-M Data Warehouse Benefits data set:

<i>Physical Table Name</i>	Name for the table you can use in SQL queries.
<i>Logical Table Name</i>	Descriptive name of the table.
<i>Data Set Locations</i>	The names of the data sets in which the table resides.
<i>Table Description</i>	Description of the table.

The tables are ordered alphabetically by table physical name.

Physical Table Name	Logical Table Name	Data Set Locations	Table Description
AGE_COVG_TBL	Age Coverage Table	M_BNDW1	Information about rates for benefit plans which are based on the employee's age.
BAS_ELIG_OVRD	Benefits Administration System Eligibility Override	M_BNDW1	Contains data about an employee's benefits eligibility overrides.
BAS_PARTIC	Benefits Administration System Participation	M_BNDW1	Information about an employee's benefits events. This snapshot table will be loaded after the February pay cycle. Each February monthly snapshot will be retained for yearly historical trending.
BEN_BI_ENR_EFDT	Benefit Billing Enrollment Effective Date	M_BNDW1	Information about employee billing enrollments.
BEN_PGM_OPTIONS	Benefit Program Options	M_BNDW1	Information about the various benefit programs and the benefit options offered to employees.
BEN_PROG_PARTIC	Benefit Program Participation	M_BNDW1	Information about which benefit program(s) an employee participates in.
BENEF_COMMENT	Benefit Comment	M_BNDW1	A record of comments stored regarding an employee's benefit information.
BENEF_PLAN_TBL	Benefit Plan Table	M_BNDW1	Information about the various benefit plans available to employees.
BENEFIT_BILLING_DATA	Benefit Billing Data	M_BNDW1	Information about an employee's billing charges and payments for the associated benefit plans.
BENEFITS_DATA	Benefits Data	M_BNDW1	Detailed personal information about an employee's benefits. This snapshot table will be loaded once a month with the last 24 months retained. Also, each February monthly snapshot will be retained for yearly historical trending.
BNSTATUS	Benefit Status	M_BNDW1	Status of the update schedule for the Benefits Data tables.
CBR_PARTIC	COBRA Participation	M_BNDW1	Information about an employee's COBRA events. This snapshot table will be loaded after the February pay cycle. Each February monthly snapshot will be retained for yearly historical trending.
COMP_RATE_TBL	Compensation Rate Table	M_BNDW1	Information about rates for benefit plans which are based on a compensation rate.
DEPENDENT_BENEF	Dependent Benefit	M_BNDW1	Personal information about an employee's dependents.
DEPENDENT_BENEF_COMMENT	Dependent Benefit Comment	M_BNDW1	A record of comments stored regarding an employee's dependents or related benefit information.

Physical Table Name	Logical Table Name	Data Set Locations	Table Description
DISABILITY_BEN	Disability Benefit	M_BNDW1	Information about an employee's disability benefits enrollment history.
FLAT_RATE_TBL	Flat Rate Table	M_BNDW1	Information about rates for benefit plans which are flat rate amounts.
FSA_BENEFIT	Flexible Spending Account Benefit	M_BNDW1	Information about an employee's flexible spending account enrollment history.
HEALTH_BENEFIT	Health Benefit	M_BNDW1	Information about an employee's medical, dental, vision, legal and prescription drug enrollment history.
HEALTH_DEPENDNT	Health Dependent	M_BNDW1	Information about an employee's dependents medical, dental, vision, legal and prescription drug enrollment history.
JOB	Job	M_BNDW1	Characteristics and history of employee jobs, such as begin and end dates, compensation rates and benefits associated with jobs. An employee can have multiple simultaneous jobs.
LIFE_ADD_BEN	Life Accidental Death Dismemberment Benefit	M_BNDW1	Information about an employee's life insurance benefits enrollment history.
NAMES	Names	M_BNDW1	Name history for employees. Names are changed when requested by the employee. It is necessary to qualify on the NAME_TYPE field to obtain the specific name required.
OMNI_EXTRACT	Omni Extract	M_BNDW1	Pre-2001 information for employee benefits as extracted from the Omni Extract and Appointment Extract legacy flat files. This information will be loaded one time when the dataset is initially populated and then remain static.
OMNI_EXTRACT_DEP	Omni Extract Dependent	M_BNDW1	Pre-2001 information for an employee's dependents benefits as extracted from the Omni Extract and Appointment Extract legacy flat files. This information will be loaded one time when the dataset is initially populated and then remain static.
PERSON_ALT_IDENT_HIST	Person Alternate Identifier	M_BNDW1	Social security number history for employees. Social Security numbers can change for a number of reasons. Two of them are: 1) error in the number; 2) non-US citizen employees are given a temporary number to use until their official number is received from the government.
PERSONAL_DATA	Personal Data	M_BNDW1	Information about an employee, including information such as current name and benefit eligibility date.
PERSONAL_DEMOGRAPHICS	Personal Demographics	M_BNDW1	Demographic information about an employee, including information such as sex, ethnic group and birthdate.
PRIMARY_JOBS	Primary Jobs	M_BNDW1	Information used to determine which job is controlling benefit eligibility for an employee.
REMITTANCE_DATA	Remittance Data	M_BNDW1	Information about all employee and University contributions for employee benefits to various benefit vendors. This table was initially loaded with historical data back to June 2001. Each month the most recent 24 months of data will be loaded with all of the prior months of history retained. Note: There are two sources for the population of this table. The first source: data from Remit Months June 2001 to April 2004 was loaded from the Benefits Office legacy remittance system. The second source: data from Remit Months May 2004 onward is loaded from the HE Prod remittance tables.
RETIRE_BAL	Retirement Balance	M_BNDW1	Information on periodic balances based on payroll deductions for an employee's retirement plans.
SAVINGS_INVEST	Savings Invest	M_BNDW1	Information about an employee's Retirement vendor allocations in the savings plan.
SAVINGS_PLAN	Savings Plan	M_BNDW1	Information about an employee's savings plan enrollment history.
SVC_COVG_TBL	Service Coverage Table	M_BNDW1	Information about rates for benefit plans which are based on employee's length of service.

Benefits Data Element Dictionary

The Benefits Data Element Dictionary contains all the elements found in the U-M Data Warehouse Benefits Tables, ordered alphabetically by element name. Here is a description of the information that the dictionary provides for each element:

<i>Physical Element Name</i>	Name for the element you can use in SQL queries.
<i>Logical Element Name</i>	Descriptive name of the element.
<i>Format Type</i>	Type of value of the element (for example: character, number, or date). <i>Note:</i> If the format type for an element is character or date, you must enclose the variable value in single quotes when entering queries.
<i>Format Length</i>	Total length of the element. For data elements in the format “number,number”, the first number represents the total length of the element. The second number represents the number of digits to the right of the decimal.
<i>Data Sets</i>	The names of the data sets that contain the element.
<i>Table Locations</i>	The names of the tables in which the element is located.
<i>Element Definition</i>	Description of the element.
<i>Examples of Valid Values</i>	Either the specific codes that are valid for the element, or samples of the kind of values for the element.

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
ADDR1	Address 1	VARCHAR2	55	M_BNDW1	OMNI_EXTRACT	The first of three address lines which contain the home address of the person receiving benefits.	Examples of valid values: 03006 Camp Sherwood Rd; 4014 Howard Ave; 5 Olsen Chase Mooroolbach
ADDR2	Address 2	VARCHAR2	55	M_BNDW1	OMNI_EXTRACT	The second of three address lines which contain the home address of the person receiving benefits.	Examples of valid values: Boyne City; Windsor Ontario; Victoria
ADDR3	Address 3	VARCHAR2	55	M_BNDW1	OMNI_EXTRACT	The third of three address lines which contain the home address of the person receiving benefits.	Examples of valid values: Blank; Canada N9G1P1; Australia 3138
AGE	Age	NUMBER	3	M_BNDW1	BENEFITS_DATA OMNI_EXTRACT	A number representing the employee's age as of the snapshot date.	Examples of valid values: 24; 37; 54
AGE_AS_OF_JAN1	Age as of January First	NUMBER	3	M_BNDW1	BENEFITS_DATA PERSONAL_DEMOGRAPHICS	A number representing the employee's age as of the 1ST of January of the current year.	Examples of valid values: 24; 37; 54
AGE_COVG_EFFDT	Age Coverage Effective Date	DATE		M_BNDW1	AGE_COVG_TBL	The date when the age graded rate becomes effective.	Examples of valid values: 09/09/2005
AGE_COVG_END_DT	Age Coverage End Date	DATE		M_BNDW1	AGE_COVG_TBL	The date on which an age graded rate ends. September 9, 3999 represents that a rate table is open-ended.	Examples of valid values: 12/31/2005
AGE_EMPL_RATE_NONSMOK	Employee Age Non Smoker Rate	NUMBER	11,5	M_BNDW1	AGE_COVG_TBL	A number representing the employee contribution for a nonsmoker age graded rate.	Examples of valid values: 0.042; 0.904; 0.000
AGE_EMPL_RATE_SMOKER	Employee Age Smoker Rate	NUMBER	11,5	M_BNDW1	AGE_COVG_TBL	A number representing the employee contribution for a smoker age graded rate.	Examples of valid values: 0.063; 1.388; 0.000
AGE_EMPLR_RATE_NONSMOK	Employer Age Non Smoker Rate	NUMBER	11,5	M_BNDW1	AGE_COVG_TBL	A number representing the employer contribution for a nonsmoker age graded rate.	Examples of valid values: 3.760; 0.290; 0.000
AGE_EMPLR_RATE_SMOKER	Employer Age Smoker Rate	NUMBER	11,5	M_BNDW1	AGE_COVG_TBL	A number representing the employer contribution for a smoker age graded rate.	Examples of valid values: 3.760; 0.013; 0.000
AGE_RANGE_HIGH	Age Range High	NUMBER	3	M_BNDW1	AGE_COVG_TBL	A number representing the high end of the age range for a particular age rate.	Examples of valid values: 29; 99; 0
AGE_RANGE_LOW	Age Range Low	NUMBER	3	M_BNDW1	AGE_COVG_TBL	A number representing the low end	Examples of valid values: 70; 25; 0

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						of the age range for a particular age rate.	
AGE_RATE_SEX	Age Rate Gender Code	VARCHAR2	1	M_BNDW1	AGE_COVG_TBL	A code representing the gender for which an age graded rate applies.	Examples of valid values: F = Female; M = Male; U = Unknown
AGE_RATE_TBL_ID	Age Rate Table Identification Code	VARCHAR2	6	M_BNDW1	AGE_COVG_TBL	A code identifying an age graded rate table.	Examples of valid values: OGLI; LGLI
AGE_TOTAL_RATE_NONSMOK	Age Non Smoker Total Rate	NUMBER	11,5	M_BNDW1	AGE_COVG_TBL	A number representing the total for a nonsmoker age graded rate.	Examples of valid values: 3.760; 0.080; 0.014
AGE_TOTAL_RATE_SMOKER	Age Smoker Total Rate	NUMBER	11,5	M_BNDW1	AGE_COVG_TBL	A number representing the total for a smoker age graded rate.	Examples of valid values: 4.000; 1.000; 0.000
ALLOW_SELF_SERVICE	Allow Self Service Code	VARCHAR2	1	M_BNDW1	BAS_PARTIC	A code indicating whether or not a Benefits Administration System (BAS) event is available in eBenefits.	Examples of valid values: Y = Yes; N = No
ANNL_BENEF_BASE_RT	Annual Benefit Base Rate	NUMBER	14,2	M_BNDW1	BENEFITS_DATA JOB	A number indicating the salary used for benefits. It is system populated based on all eligible compensation rates and additional pay.	Examples of valid values: 0.00; 63,043.31; 100,760.00
ANNUAL_FTR	Annual Full Time Rate	NUMBER	14,2	M_BNDW1	JOB	A number indicating an employee's annual full time rate.	Examples of valid values: 0.00; 14,194.66; 101,300.00
ANNUAL_PLEDGE	Annual Pledge Amount	NUMBER	8,2	M_BNDW1	FSA_BENEFIT	A number representing the dollar amount of an employee's contribution to a flexible spending account.	Examples of valid values: 0.00; 249.96; 6,000.00
APPT_DEPT_DESCR	Appointing Department Identification Description	VARCHAR2	30	M_BNDW1	JOB	A textual description of the code indicating the department which is granting an appointment and may be responsible for commitment of title and tenure. This may or may not be the department responsible for funding the appointment.	Examples of valid values: Physics Department; College of Lit, Science & Arts; UMH Administration
APPT_DEPT_GRP	Appointing Department Group Code	VARCHAR2	20	M_BNDW1	JOB	A code indicating the department group of the employee's appointing department. This code is used to group U of M schools, colleges, administrative areas, and vice presidential areas.	Examples of valid values: COLLEGE_OF_LS&A; MEDICAL_SCHOOL; UM_HOSPITAL
APPT_DEPT_GRP_CAMPUS	Appointing Department Group	VARCHAR2	20	M_BNDW1	JOB	A code indicating the campus of the employee's appointing department.	Examples of valid values: UM_ANN-ARBOR;

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Campus Code						UM_DEARBORN; UM_FLINT
APPT_DEPT_GRP_CAMPUS_DESCR	Appointing Department Group Campus Description	VARCHAR2	30	M_BNDW1	JOB	A textual description of the code indicating the campus of the employee's appointing department.	Examples of valid values: Univ of Mich-Ann-Arbor; Univ of Mich-Dearborn; Univ of Mich-Flint
APPT_DEPT_GRP_DESCR	Appointing Department Group Description	VARCHAR2	30	M_BNDW1	JOB	A textual description of the code indicating the department group of the employee's appointing department. This code is used to group U of M schools, colleges, administrative areas, and vice presidential areas.	Examples of valid values: College of Lit, Science and Arts; Medical School; U of M Hospital
APPT_DEPT_GRP_VP_AREA	Appointing Department Group Vice President Area Code	VARCHAR2	20	M_BNDW1	JOB	A code indicating the vice presidential area of the employee's appointing department by President, Vice President, or Chancellor, based on direct reporting lines.	Examples of valid values: PRVST_EXC_VP_ACA_AFF; VP_STUDENT_AFFAIRS; EXC_VP_MED_AFF
APPT_DEPT_GRP_VP_AREA_DESCR	Appointing Department Group Vice President Area Description	VARCHAR2	30	M_BNDW1	JOB	A textual description of the code indicating the vice presidential area of the employee's appointing department by President, Vice President, or Chancellor, based on direct reporting lines.	Examples of valid values: Provost & Exec VP Academic Aff; VP for Student Affairs; Exec. VP for Medical Affairs
APPT_DEPTID	Appointing Department Identification Code	VARCHAR2	10	M_BNDW1	JOB	A code indicating the department which is granting an appointment and may be responsible for commitment of title and tenure. This may or may not be the department responsible for funding the appointment.	Examples of valid values: 184500 = Physics Department; 170000 = College of Lit, Science & Arts; 311679 = UMH Administration
APPT_END_DATE	Appointment End Date	DATE		M_BNDW1	JOB	The last date on which an appointment is in effect. September 9, 3999 represents that an appointment is open-ended.	Examples of valid values: 09/09/2005
APPT_PERIOD	Appointment Period Code	VARCHAR2	1	M_BNDW1	JOB	A code describing the time period associated with the full time rate for an appointment.	Examples of valid values: 4 = U-Year AA; B = Biweekly; H = Half Term
APPT_PERIOD_DESCR	Appointment Period Description	VARCHAR2	30	M_BNDW1	JOB	A textual description of the code describing the time period associated with the full time rate for	Examples of valid values: U-Year Ann Arbor (9/12); Biweekly;

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						an appointment.	Half Contract Term
APPT_START_DATE	Appointment Start Date	DATE		M_BNDW1	JOB	The date on which an appointment begins.	Examples of valid values: 02/10/2001
ARCHIVE_IND	Archive Indicator	VARCHAR2	1	M_BNDW1	BAS_ELIG_OVRD	A code indicating the eligibility override was archived.	Examples of valid values: Y = Yes
AUDIT_STAMP	Audit Stamp	DATE		M_BNDW1	PERSON_ALT_IDENT_HIST	The date and time the last update was performed.	Examples of valid values: 01/01/2000
AUTO_HOME	Auto Home Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating the vendor code for enrollment in the Auto Home Owners miscellaneous benefit.	Examples of valid values: 01/05/1900
BADADR	Bad Address Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the address data is incomplete.	Examples of valid values: Y = Yes; N = No
BALANCE_ID	Balance Identification Code	VARCHAR2	2	M_BNDW1	RETIRE_BAL	A code identifying retirement balance information for an employee.	Examples of valid values: CY
BALANCE_PERIOD	Balance Period Code	NUMBER	3	M_BNDW1	RETIRE_BAL	A number representing the month in which the retirement balance information occurs.	Examples of valid values: 1; 10
BALANCE_QTR	Balance Quarter	NUMBER	3	M_BNDW1	RETIRE_BAL	A number representing the quarter in which the retirement balance information occurs.	Examples of valid values: 1; 3
BALANCE_YEAR	Balance Year	NUMBER	4	M_BNDW1	RETIRE_BAL	A number representing the year in which the retirement balance information occurs.	Examples of valid values: 2001; 2004
BAS_ACTION_SOURCE	Benefits Administration System Action Source Code	VARCHAR2	2	M_BNDW1	BAS_PARTIC	A code indicating what initiated the Benefits Administration System (BAS) action item.	Examples of valid values: ME = Manual Event; OE = Open Enrollment; TJ = Job Data Change
BAS_ACTION_SOURCE_DESCR	Benefits Administration System Source Description	VARCHAR2	30	M_BNDW1	BAS_PARTIC	A textual description of the code indicating what initiated the Benefits Administration System (BAS) action item.	Examples of valid values: Manual Event; Open Enrollment; Job Data Change
BAS_PARTIC_RPTING_CD	Benefits Administration System Participation Reporting Code	VARCHAR2	10	M_BNDW1	BAS_PARTIC	A code representing the point in time at which the Benefits Administration System Participation table was populated.	Examples of valid values: 200601B1
BAS_PROCESS_STATUS	Benefits Administration System Process	VARCHAR2	2	M_BNDW1	BAS_PARTIC	A code identifying the current status of the Benefits Administration System (BAS) event.	Examples of valid values: FE =Enrolled; AS = Assigned; NT = Notified

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Status Code						
BAS_PROCESS_STATUS_DESCR	Benefits Administration System Status Description	VARCHAR2	30	M_BNDW1	BAS_PARTIC	A textual description of the code identifying the current status of the Benefits Administration System (BAS) event.	Examples of valid values: Finalized - Enrolled; Program Elig Assigned; Notified
BAS_PROCESS_STATUS_DESCRSHORT	Benefits Administration System Status Short Description	VARCHAR2	10	M_BNDW1	BAS_PARTIC	An abbreviated textual description of the code identifying the current status of the Benefits Administration System (BAS) process.	Examples of valid values: Enrolled; Assigned; Notified
BASIC_GROUP_LIFE_CD	Basic Group Life Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's eligibility for basic group life coverage.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
BASIC_GROUP_LIFE_EXP_DT	Basic Group Life Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which an employee's eligibility override in basic group life coverage expires.	Examples of valid values: 0112 = 12/31/2001; 9999 = Open Ended
BASIC_GROUP_LIFE_PARTIC_IND	Basic Group Life Participation Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's participation in basic group life coverage.	Examples of valid values: Y = Yes; N = No
BASIC_GRP_LIFE_CNTRCT_BEGIN_DT	Basic Group Life Contract Begin Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which an employee's contract for basic group life coverage begins.	Examples of valid values: 09/09/2005
BASIC_GRP_LIFE_COVERAGE	Basic Group Life Coverage Code	NUMBER	3	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's basic group life coverage in thousands.	Examples of valid values: 0; 103; 300
BASIC_GRP_LIFE_DED_OVR_END_DT	Basic Group Life Deduction Override End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which the basic group life deduction override ends for an employee.	Examples of valid values: 0112 = 12/31/01
BASIC_GRP_LIFE_DED_OVR_OPT	Basic Group Life Deduction Override Option Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the basic group life deduction override option.	Examples of valid values: U = UC; E = EC; N = No permanent deduction
BASIC_GRP_LIFE_DED_OVR_REASON	Basic Group Life Deduction Override Reason Code	VARCHAR2	11	M_BNDW1	OMNI_EXTRACT	A code indicating the reason for a basic group life override.	Examples of valid values: Summer GSA; Seasonal
BASIC_GRP_LIFE_END_DT	Basic Group Life End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which basic group life coverage ends for an employee.	Examples of valid values: 9912 = 12/31/1999
BASIC_GRP_LIFE_PREMIUM	Basic Group Life Premium	NUMBER	5,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the premium for basic group life coverage.	Examples of valid values: 0.00; 11.13; 67.69

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
BASIC_GRP_LIFE_RETIREE_A MT	Basic Group Life Retiree Amount	NUMBER	3	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of retiree life insurance coverage in thousands.	Examples of valid values: 15; 2
BASIC_GRP_LIFE_SAL_OVR_A MT	Basic Group Life Salary Override Amount	NUMBER	6	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of a salary override for basic group life.	Examples of valid values: 11,330; 5,920
BASIC_GRP_LIFE_SAL_OVR_E ND_DT	Basic Group Life Salary Override End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which a basic group life salary override ends for an employee.	Examples of valid values: 0112 = 12/31/2001; 9999 = Open Ended
BASIC_GRP_LIFE_SAL_OVR_T YPE	Basic Group Life Salary Override Type Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the type of a basic group life salary override.	Examples of valid values: A = Automatic; M = Manual; D = Deleted Override
BASIC_GRP_LIFE_DED_OVR_B EGIN_DT	Basic Group Life Deduction Override Begin Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month in which a basic group life deduction override begins.	Examples of valid values: 0112 = 12/01/2001
BASIC_GRP_LIFE_SAL_OVR_B EGIN_DT	Basic Group Life Salary Override Begin Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month in which a basic group life salary override begins.	Examples of valid values: 0112 = 12/01/2001
BASIC_HEALTH_CD	Basic Health Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's eligibility for basic health coverage.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
BASIC_HEALTH_DED	Basic Health Deduction Code	VARCHAR2	3	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's health coverage deduction code which identifies the vendor and the type of coverage, for example, single, two person or family.	Examples of valid values: A01; M02; K03
BASIC_HEALTH_EFF_DT	Basic Health Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which an employee's basic health coverage became effective.	Examples of valid values: 09/09/2000
BASIC_HEALTH_ELIG_EXP_DT	Basic Health Eligibility Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which an employee's eligibility for basic health coverage expires.	Examples of valid values: 0112 = 12/31/2001; 9999 = Open Ended
BASIC_HEALTH_END_DT	Basic Health End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which basic health coverage ends for an employee.	Examples of valid values: 0112 = 12/31/2001
BASIC_HEALTH_FLEX_AMT	Health Flex Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of an employee's medical opt out or opt down flex dollars (opt out credit).	Examples of valid values: 66.66; 16.67

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
BASIC_HEALTH_PARTIC_IND	Basic Health Participation Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's participation in basic health coverage.	Examples of valid values: Y = Yes; N = No
BASIC_HEALTH_TAX	Basic Health Tax Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the tax status of the health deduction.	Examples of valid values: N = No Tax ; T = After Tax; P = Pre Tax
BASIC_LTD_CD	Basic Long Term Disability Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's eligibility for basic long-term disability (LTD).	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
BASIC_LTD_CNTRCT_BEGIN_DT	Basic Long Term Disability Contract Begin Date	DATE		M_BNDW1	OMNI_EXTRACT	The date an employee's contract for basic long-term disability (LTD) began.	Examples of valid values: 09/09/2000
BASIC_LTD_EFF_DT	Basic Long Term Disability Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which an employee's basic long-term disability (LTD) became effective.	Examples of valid values: 09/09/2000
BASIC_LTD_END_DT	Basic Long Term Disability End Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which long-term disability (LTD) coverage ends for an employee.	Examples of valid values: 09/09/2000
BASIC_LTD_EXP_DT	Basic Long Term Disability Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which an employee's basic long-term disability (LTD) expires.	Examples of valid values: 0112 = 12/31/01
BASIC_LTD_PARTIC_IND	Basic Long Term Disability Participation Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's participation in basic long-term disability (LTD).	Examples of valid values: Y = Yes; N = No
BEN_APPT_DUR	Benefit Appointment Duration Code	VARCHAR2	10	M_BNDW1	JOB OMNI_EXTRACT	A system populated field indicating the length of appointments for benefit eligibility.	Examples of valid values: 0; 4; 99
BEN_BED_YOS	Benefits Eligibility Date Years of Service Code	VARCHAR2	10	M_BNDW1	JOB	A system populated field used to determine eligibility for long-term disability (LTD) and compulsory retirement.	Examples of valid values: 0; 2; 5
BEN_BLTD_GRANDFATHERED_IND	Benefits Basic Long Term Disability Grandfathered Indicator Code	VARCHAR2	1	M_BNDW1	JOB	A code indicating eligibility for basic long-term disability (LTD).	Examples of valid values: Y = Yes; N = No
BEN_COMPULSORY_IND	Benefit Compulsory Indicator Code	VARCHAR2	1	M_BNDW1	JOB	A code indicating compulsory retirement status.	Examples of valid values: Y = Yes; N = No
BEN_ELIG_DT	Benefit Eligibility	DATE		M_BNDW1	OMNI_EXTRACT PERSONAL_DATA	Due to changes in the maintenance	Examples of valid values: 08/03/1999

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Date					of this field, it is no longer of value for reporting. Prior to 2006, this date was used to determine eligibility for university contributions toward long-term disability (LTD) and retirement eligibility. Service date is now used for LTD university contributions and retirement eligibility requires an individual evaluation by the Benefits Office, see SPG 201.83 for exact criteria. In some cases it is used by University Human Resources as an initial starting point for analyzing a person's eligibility to retire from the University with benefits.	
BEN_FAMILY	Benefit Family Code	VARCHAR2	4	M_BNDW1	BENEFITS_DATA JOB	A code which groups employees for benefits eligibility.	Examples of valid values: 01 = Professor; 23 = AsstResSc; 70 = Office
BEN_FAMILY_DESCR	Benefit Family Description	VARCHAR2	30	M_BNDW1	BENEFITS_DATA JOB	A textual description of the code which groups employees for benefits eligibility.	Examples of valid values: Professor; Assistant Research Scientist; Office
BEN_FAMILY_DESCRSHORT	Benefit Family Short Description	VARCHAR2	10	M_BNDW1	BENEFITS_DATA JOB	An abbreviated textual description of the code which groups employees for benefits eligibility.	Examples of valid values: Professor; AsstResSc; Office
BEN_FAMILY1	Benefit Family1 Code	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The first of ten codes which group employees for benefits eligibility.	Examples of valid values: 01 = Professor; 23 = AsstResSc; 70 = Office
BEN_FAMILY10	Benefit Family10 Code	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The tenth of ten codes which group employees for benefits eligibility.	Examples of valid values: 01 = Professor;
BEN_FAMILY2	Benefit Family2 Code	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The second of ten codes which group employees for benefits eligibility.	Examples of valid values: 23 = AsstResSc;
BEN_FAMILY3	Benefit Family3 Code	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The third of ten codes which group employees for benefits eligibility.	Examples of valid values: 70 = Office
BEN_FAMILY4	Benefit Family4 Code	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The fourth of ten codes which group employees for benefits eligibility.	Examples of valid values: 01 = Professor
BEN_FAMILY5	Benefit Family5 Code	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The fifth of ten codes which group employees for benefits eligibility.	Examples of valid values: 23 = AsstResSc

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
BEN_FAMILY6	Benefit Family6 Code	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The sixth of ten codes which group employees for benefits eligibility.	Examples of valid values: 70 = Office
BEN_FAMILY7	Benefit Family7 Code	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The seventh of ten codes which group employees for benefits eligibility.	Examples of valid values: 01 = Professor
BEN_FAMILY8	Benefit Family8 Code	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The eighth of ten codes which group employees for benefits eligibility.	Examples of valid values: 23 = AsstResSc
BEN_FAMILY9	Benefit Family9 Code	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The ninth of ten codes which group employees for benefits eligibility.	Examples of valid values: 70 = Office
BEN_MAX_TYPE	Benefit Maximum Type Code	VARCHAR2	1	M_BNDW1	JOB	A code indicating the retirement limit for which an employee is eligible.	Examples of valid values: 1; 2
BEN_PGM_EFFDT	Benefit Program Effective Date	DATE		M_BNDW1	BEN_PGM_OPTIONS	The date when a benefit program becomes effective.	Examples of valid values: 09/09/2005
BEN_PGM_END_DT	Benefit Program End Date	DATE		M_BNDW1	BEN_PGM_OPTIONS	The date on which a benefit program ends. September 9, 3999 represents that a benefit program is open-ended.	Examples of valid values: 09/09/2005
BEN_SAL_GRP	Benefit Salary Group Code	VARCHAR2	10	M_BNDW1	JOB	A system populated field indicating the category for salary amount used for benefits.	Examples of valid values: 02; 23
BEN_STATUS	Benefit Status Code	VARCHAR2	4	M_BNDW1	BENEFITS_DATA JOB REMITTANCE_DATA	A code indicating the benefits status related to an action/action reason code combination.	Examples of valid values: A = Active; R = Retired; Q = Retired with Benefits
BEN_STATUS_DESCRSHORT	Benefit Status Short Description	VARCHAR2	10	M_BNDW1	BENEFITS_DATA JOB REMITTANCE_DATA	An abbreviated textual description of the code indicating the benefits status related to an action/action reason code combination.	Examples of valid values: Active; Retired; Ret W/BN
BEN_UGLI_GRANDFATHERED_IND	Benefit University Group Life Grandfathered Indicator	VARCHAR2	1	M_BNDW1	JOB	A code indicating eligibility for the University Group Life plan.	Examples of valid values: Y = Yes; N = No
BENEF_PLAN_EFFDT	Benefit Plan Effective Date	DATE		M_BNDW1	BENEF_PLAN_TBL	The date when the benefit plan becomes effective.	Examples of valid values: 09/09/2005
BENEF_PLAN_END_DT	Benefit Plan End Date	DATE		M_BNDW1	BENEF_PLAN_TBL	The date on which a benefit plan ends. September 9, 3999 represents that a benefit plan is open-ended.	Examples of valid values: 09/09/2005
BENEFIT_ACTION_DT	Benefit Action Date	DATE		M_BNDW1	BENEF_COMMENT DEPENDENT_BENEF_COMMENT	The date on which a benefit comment becomes effective.	Examples of valid values: 09/09/2005

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
BENEFIT_COMMENT_DT	Benefit Comment Date	DATE		M_BNDW1	BENEF_COMMENT DEPENDENT_BENEF_COMMENT	The date on which a benefit comment was entered.	Examples of valid values: 09/09/2005
BENEFIT_COMMENTS_BY_NAME	Benefit Comments By Name	VARCHAR2	50	M_BNDW1	BENEF_COMMENT DEPENDENT_BENEF_COMMENT	Text used to capture information on the designated dependent. A set format is used for certain groups like same sex domestic partner dependents.	Examples of valid values: ***SSDP***; Gw/cst at transaction team; Emily
BENEFIT_COVRG_BEGIN_DT	Benefit Coverage Begin Date	DATE		M_BNDW1	BENEFITS_DATA	The date on which benefit coverage began.	Examples of valid values: 09/09/2005
BENEFIT_EFFDT	Benefit Effective Date	DATE		M_BNDW1	BENEFITS_DATA	The date on which the benefit became effective. This date is the deduction begin date.	Examples of valid values: 09/09/2005
BENEFIT_EMPL_RCD	Benefit Employee Record	NUMBER	3	M_BNDW1	BAS_PARTIC	A number indicating which employment record is used for benefits purposes.	Examples of valid values: 0; 30
BENEFIT_EVENT_DT	Benefit Event Date	DATE		M_BNDW1	BAS_PARTIC	The date on which the benefit event occurred.	Examples of valid values: 09/09/2005
BENEFIT_EVENT_ID	Benefit Event Identification	NUMBER	6	M_BNDW1	BAS_PARTIC BEN_BI_ENR_EFDT	A system assigned sequential number, which along with the Schedule ID uniquely identifies benefit administration events.	Examples of valid values: 1; 2; 0
BENEFIT_EVENT_PRIORITY	Benefit Event Priority	NUMBER	3	M_BNDW1	BAS_PARTIC	A number indicating the priority level of a benefit administration event. When two events have the same event date, the lower number is a higher priority.	Examples of valid values: 100; 200
BENEFIT_EVENT_STATUS_DT	Benefit Event Status Date	DATE		M_BNDW1	BAS_PARTIC	The date of the status for a benefit administration event.	Examples of valid values: 09/09/2005
BENEFIT_NBR	Benefit Number	NUMBER	3	M_BNDW1	DISABILITY_BEN FSA_BENEFIT HEALTH_BENEFIT HEALTH_DEPENDNT LIFE_ADD_BEN REMITTANCE_DATA SAVINGS_INVEST SAVINGS_PLAN	A number used by the University's Benefit system to manage multiple benefit packages. U of M uses one set of enrollments so all values used are 0.	Examples of valid values: 01/00/1900
BENEFIT_PLAN	Benefit Plan Code	VARCHAR2	6	M_BNDW1	BEN_PGM_OPTIONS BENEF_PLAN_TBL BENEFIT BILLING_DATA BENEFITS_DATA DISABILITY_BEN FSA_BENEFIT HEALTH_BENEFIT	A code indicating the name of a benefit plan.	Examples of valid values: MCAR = M-Care Hmo; DENT 2 = Dnt Opt 2; UGLI = Univ Gli

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
					LIFE_ADD_BEN REMITTANCE_DATA RETIRE_BAL SAVINGS_PLAN		
BENEFIT_PLAN_DESCR	Benefit Plan Description	VARCHAR2	30	M_BNDW1	BEN_PGM_OPTIONS BENEF_PLAN_TBL BENEFIT_BILLING_DATA BENEFITS_DATA DISABILITY_BEN FSA_BENEFIT HEALTH_BENEFIT LIFE_ADD_BEN REMITTANCE_DATA RETIRE_BAL SAVINGS_PLAN	A textual description of the code indicating the name of a benefit plan.	Examples of valid values: M-Care HMO; Option 2; University Group Life
BENEFIT_PLAN_DESCRSHORT	Benefit Plan Short Description	VARCHAR2	10	M_BNDW1	BEN_PGM_OPTIONS BENEF_PLAN_TBL BENEFIT_BILLING_DATA BENEFITS_DATA DISABILITY_BEN FSA_BENEFIT HEALTH_BENEFIT LIFE_ADD_BEN REMITTANCE_DATA RETIRE_BAL SAVINGS_PLAN	An abbreviated textual description of the code indicating the name of a benefit plan.	Examples of valid values: M-Care HMO; Dnt Opt 2; Univ Gli
BENEFIT_PRIMARY_JOB_IND	Benefit Primary Job Indicator Code	VARCHAR2	1	M_BNDW1	PRIMARY_JOBS	A code used to indicate whether a job is the primary job for benefits use.	Examples of valid values: Y = Yes; N = No
BENEFIT_PRIMARY_JOB_NBR	Benefit Primary Job Number	NUMBER	3	M_BNDW1	BENEFITS_DATA	A number indicating the employment record number within a benefit record number grouping that is the primary job for benefits purposes.	Examples of valid values: 0; 1; 2; 3
BENEFIT_PRIMARY_JOBS_EFFECTIVE_DATE	Benefit Primary Job Effective Date	DATE		M_BNDW1	PRIMARY_JOBS	The date when the primary job indicator became effective for that employment record.	Examples of valid values: 09/09/2005
BENEFIT_PRIMARY_JOBS_END_DATE	Benefit Primary Job End Date	DATE		M_BNDW1	PRIMARY_JOBS	The date on which a primary job indicator ends for an employee. September 9, 3999 represents that a value is open-ended.	Examples of valid values: 09/09/2005
BENEFIT_PROG_EFFECTIVE_DATE	Benefit Program Participation Effective Date	DATE		M_BNDW1	BEN_PROG_PARTIC	The date when the employee's participation in a benefit program becomes effective.	Examples of valid values: 09/09/2005
BENEFIT_PROG_END_DATE	Benefit Program Participation End	DATE		M_BNDW1	BEN_PROG_PARTIC	The date on which the employee's participation in a benefit program	Examples of valid values: 09/09/2005

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Date					ends. September 9, 3999 represents that a contract is open-ended.	
BENEFIT_PROGRAM	Benefit Program Code	VARCHAR2	3	M_BNDW1	BAS_PARTIC BEN_PGM_OPTIONS BEN_PROG_PARTIC BENEFITS_DATA REMITTANCE_DATA	A code indicating the name of the benefit program. A benefit program is a set of benefit plans and rates.	Examples of valid values: FLX = Flexible Benefits Program; AFS = AFSCME; GEO = GEO
BENEFIT_PROGRAM_DESCR	Benefit Program Description	VARCHAR2	30	M_BNDW1	BAS_PARTIC BEN_PGM_OPTIONS BEN_PROG_PARTIC BENEFITS_DATA REMITTANCE_DATA	A textual description of the code indicating the name of the benefit program.	Examples of valid values: Flexible Benefits Program; AFSCME; GEO
BENEFIT_PROGRAM_DESCRSHORT	Benefit Program Short Description	VARCHAR2	10	M_BNDW1	BAS_PARTIC BEN_PGM_OPTIONS BEN_PROG_PARTIC BENEFITS_DATA REMITTANCE_DATA	An abbreviated textual description of the code indicating the name of the benefit program.	Examples of valid values: Flex Pgm; AFSCME; GEO
BENEFIT_RCD_NBR	Benefit Record Number	NUMBER	3	M_BNDW1	BAS_ELIG_OVRD BAS_PARTIC BEN_BI_ENR_EFDT BEN_PROG_PARTIC BENEF_COMMENT BENEFIT BILLING_DATA CBR_PARTIC DEPENDENT_BENEF_COMMENT DISABILITY_BEN FSA_BENEFIT HEALTH_BENEFIT HEALTH_DEPENDNT JOB LIFE_ADD_BEN PRIMARY_JOBS REMITTANCE_DATA SAVINGS_INVEST SAVINGS_PLAN	A number indicating a grouping of employment record numbers for benefits purposes.	Examples of valid values: 0; 30; 500
BENEFIT_SCHED_ID	Benefit Schedule Identification Code	VARCHAR2	6	M_BNDW1	BAS_PARTIC	A code indicating the Benefits Administration System (BAS) schedule.	Examples of valid values: EM; OE05
BENEFITS_DATA_RPTING_CD	Benefits Data Reporting Code	VARCHAR2	8	M_BNDW1	BENEFITS_DATA	A code representing the point in time at which the Benefits Data table was populated, by year and month.	Examples of valid values: 200601 = January 2006
BILL_ENR_BILLING_REASON	Billing Enrollment Reason Code	VARCHAR2	1	M_BNDW1	BEN_BI_ENR_EFDT	A code indicating the reason for a billing enrollment.	Examples of valid values: B = BenAdmin; C = COBRA; M = Manual

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
BILL_ENR_BILLING_REASON_DESCRS	Billing Enrollment Reason Description	VARCHAR2	10	M_BNDW1	BEN_BI_ENR_EFDT	An abbreviated textual description of the code indicating the reason for a billing enrollment.	Examples of valid values: Ben Admin; COBRA; Manual
BILL_ENR_BILLING_STATUS	Billing Enrollment Status Code	VARCHAR2	1	M_BNDW1	BEN_BI_ENR_EFDT	A code indicating the status of a particular billing enrollment.	Examples of valid values: A = Active; I = Inactive
BILL_ENR_BILLING_STATUS_DESCRS	Billing Enrollment Status Description	VARCHAR2	10	M_BNDW1	BEN_BI_ENR_EFDT	An abbreviated textual description of the code indicating the status of a particular.	Examples of valid values: Active; Inactive
BILL_ENR_EFFDT	Billing Enrollment Effective Date	DATE		M_BNDW1	BEN_BI_ENR_EFDT	The date when the billing enrollment becomes effective.	Examples of valid values: 09/09/2005
BILL_ENR_END_DT	Billing Enrollment End Date	DATE		M_BNDW1	BEN_BI_ENR_EFDT	The date on which the billing enrollment ends. September 9, 3999 represents that a contract is open-ended.	Examples of valid values: 09/09/2005
BILL_ENR_FLAT_CALC	Billing Enrollment Calculated Flat Code	VARCHAR2	1	M_BNDW1	BEN_BI_ENR_EFDT	A code indicating if a flat rate is being used to calculate billing charges.	Examples of valid values: Y = Yes; N = No
BILL_ENR_PERCENT_CALC	Billing Enrollment Percent Calculated Code	VARCHAR2	1	M_BNDW1	BEN_BI_ENR_EFDT	A code indicating if a percentage rate is being used to calculate billing charges.	Examples of valid values: Y = Yes; N = No
BILL_ENR_RATE_AMOUNT	Billing Enrollment Rate Amount	NUMBER	7,2	M_BNDW1	BEN_BI_ENR_EFDT	A number representing the dollar amount used to calculate billing charges if set at a flat amount.	Examples of valid values: 18.90; 20.00
BILL_ENR_RATE_PERCENT	Billing Enrollment Rate Percent	NUMBER	3	M_BNDW1	BEN_BI_ENR_EFDT	A number representing the percentage to be used when calculating billing charges.	Examples of valid values: 100; 102
BILL_ENR_RATE_QUALIFIER	Billing Enrollment Rate Qualifier Code	VARCHAR2	1	M_BNDW1	BEN_BI_ENR_EFDT	A code indicating if the rate used to calculate billing charges is the total rate or employee rate.	Examples of valid values: E; T
BILL_PER_CD	Billing Period Code	VARCHAR2	4	M_BNDW1	BENEFIT_BILLING_DATA	A code indicating the billing period.	Examples of valid values: 03/23/1908
BILL_PERIOD_BEGIN_DT	Billing Period Begin Date	DATE		M_BNDW1	BENEFIT_BILLING_DATA	The date on which the billing period begins.	Examples of valid values: 09/09/2005
BILL_PERIOD_END_DT	Billing Period End Date	DATE		M_BNDW1	BENEFIT_BILLING_DATA	The date on which the billing period ends. September 9, 3999 represents that a rate table is open-ended.	Examples of valid values: 12/31/2005
BIRTHDATE	Birth Date	DATE		M_BNDW1	BENEFITS_DATA DEPENDENT_BENEF OMNI_EXTRACT PERSONAL_DEMOGRAPHICS	The self-reported birth-date of the person.	Examples of valid values: 01/01/1962

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
CALV_ACCM_401A_EC_PRETAX	Calvert Employee Accumulated Pre Tax 401A Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's accumulated pre tax contributions to the Calvert 401a plan.	Examples of valid values: 0.00; 949.00; 7,255.11
CALV_ACCM_401A_UC	Calvert University Accumulated 401A Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employer's accumulated contributions to the employee's Calvert 401a plan.	Examples of valid values: 0.00; 949.00; 7,255.11
CALV_ACCM_403B_EC_PRETAX	Calvert Employee Accumulated Pre Tax 403B Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's accumulated pre tax contributions to the Calvert 403b plan.	Examples of valid values: 0.00; 949.00; 7,255.11
CALV_ACCM_SRA_EC_PRETAX	Calvert Employee Accumulated Supplemental Retirement Account Pre Tax Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's accumulated supplemental retirement account (SRA) pre tax contributions to the Calvert retirement plan.	Examples of valid values: 0.00; 949.00; 7,255.11
CALV_ACCM_TOTAL_EC_PRETAX	Calvert Employee Accumulated Total Pre Tax Contribution	NUMBER	11,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's total pre tax contributions to the Calvert retirement plan.	Examples of valid values: 0.00; 949.00; 7,255.11
CALV_ACCM_TOTAL_UC	Calvert University Accumulated Total Contribution	NUMBER	11,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employer's total contributions to the employee's Calvert retirement plan.	Examples of valid values: 0.00; 949.00; 7,255.11
CALVERT_BASIC_IND	Calvert Basic Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the employee's participation in the Calvert retirement plan.	Examples of valid values: Y = Yes; N = No
CALVERT_END_DT	Calvert End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which a Calvert account ends for an employee.	Examples of valid values: 9812 = 12/31/1998
CALVERT_PCT_EFF_DT	Calvert Percent Effective Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which the percent of contribution to Calvert was effective.	Examples of valid values: 9201 = 1/1/1992
CALVERT_VENDOR_PCT	Calvert Vendor Percent	NUMBER	3,2	M_BNDW1	OMNI_EXTRACT	A number indicating the percent of basic retirement contributions designated to Calvert.	Examples of valid values: 1.00; 0.50
CAREOF	Care Of Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating if an in care of (C/O) address has been entered.	Examples of valid values: Y = Yes; N = No
CBR_INIT_EVENT_STS	COBRA Initial Event	VARCHAR2	2	M_BNDW1	CBR_PARTIC	A code indicating the status of a	Examples of valid

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Status Code					COBRA event.	values: EC = Enrollment Complete; NT = Notified
CBR_INIT_EVENT_STS_DESCR	COBRA Initial Event Status Description	VARCHAR2	30	M_BNDW1	CBR_PARTIC	A textual description of the code indicating the status of a COBRA event.	Examples of valid values: Enrollment Complete; Notified
CBR_INIT_NOTIFY_DT	COBRA Initial Notify Date	DATE		M_BNDW1	CBR_PARTIC	The date on which the initial COBRA notice was produced for the COBRA event.	Examples of valid values: 09/09/2005
CBR_PARTIC_RPTING_CD	COBRA Participation Reporting Code	VARCHAR2	10	M_BNDW1	CBR_PARTIC	A code representing the point in time at which the COBRA Participation table was populated. This number represents the year and pay calendar timing of the data load.	Examples of valid values: 200601B1
CBR_SCND_EVENT_STS	COBRA Secondary Event Status Code	VARCHAR2	2	M_BNDW1	CBR_PARTIC	A code indicating the status of a secondary COBRA event.	Examples of valid values: NQ = Not Qualified
CBR_SCND_EVENT_STS_DESCR	COBRA Secondary Event Status Description	VARCHAR2	30	M_BNDW1	CBR_PARTIC	A textual description of the code indicating the status of a secondary COBRA event.	Examples of valid values: Not Qualified
CBR_TERM_NOTIFY_DT	COBRA Termination Notify Date	DATE		M_BNDW1	CBR_PARTIC	The date on which the COBRA Termination Letter was produced.	Examples of valid values: 09/09/2005
CHARGE_AMT	Billing Charge Amount	NUMBER	7,2	M_BNDW1	BENEFIT_BILLING_DATA	A number representing the dollar amount of a billing charge.	Examples of valid values: 64.67; 41.40
CHECK_DIGIT	Check Digit Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT OMNI_EXTRACT_DEP	A code indicating a system generated digit used for identifying employees.	Examples of valid values: 1; 2
CHILD_CNTRCT_BEGIN_DT	Child Life Contract Begin Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which a Child Group Life contract begins.	Examples of valid values: 09/09/2005
CHILD_EFF_DT	Child Life Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which Child Group Life coverage is effective.	Examples of valid values: 09/09/2005
CHILD_END_DT	Child Life End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which Child Group Life coverage ends.	Examples of valid values: 9812 = 12/31/1998
CHILD_GULP_AMT	Child Life Coverage Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount for Child Group Life coverage.	Examples of valid values: 2; 5
CHILD_OPT	Child Life Option Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating the Child Group Life coverage.	Examples of valid values: 01 = 2,000; 02 = 5,000
CHRG_ADJUST	Billing Charge Adjustment	NUMBER	7,2	M_BNDW1	BENEFIT_BILLING_DATA	A number representing the dollar amount of an adjustment to a billing	Examples of valid values: -64.67; -

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						charge.	200.00
CITIZENSHIP_STATUS	Citizenship Status Code	VARCHAR2	1	M_BNDW1	PERSONAL_DEMOGRAPHICS	A code representing the person's current status relative to United States citizenship. A blank value in this field indicates that the data was not available in HEPROD.	Examples of valid values: 1 = U.S. Citzn; 2 = Perm. Res.; 3 = Non Res.; 4 = Tax Treaty; N = Not Indic.
CITIZENSHIP_STATUS_DESCR	Citizenship Status Description	VARCHAR2	30	M_BNDW1	PERSONAL_DEMOGRAPHICS	A textual description of the code representing the person's current status relative to United States citizenship. A blank value in this field indicates that the data was not available in HEPROD.	Examples of valid values: U.S. Citizen; Permanent Resident; Non-Resident Alien; Alien Under Tax Treaty Not Indicated
CLASS_INDC	Classified/ Unclassified Indicator Code	VARCHAR2	1	M_BNDW1	JOB	A code used to categorize appointments for administrative purposes. For example, when performing salary analysis, you may choose to exclude summer salary (CLASS_INDC = 'S').	Examples of valid values: A = Acting Appointment; C = Regular; O = Overload; S = Summer; T = Temporary
CLASS_INDC_DESCR	Classified/ Unclassified Indicator Description	VARCHAR2	30	M_BNDW1	JOB	A textual description of the code used to categorize appointments for administrative purposes. For example, when performing salary analysis, you may choose to exclude summer salary (CLASS_INDC = 'S').	Examples of valid values: Acting Appointment; Regular; Overload; Summer; Temporary
COBRA_ACTION	COBRA Action Code	VARCHAR2	3	M_BNDW1	BAS_PARTIC	A code used to link job transactions to a specific COBRA event.	Examples of valid values: DEA = Deceased; INL = Ineligible
COBRA_ADMIN_FEE	COBRA Administration Fee	NUMBER	7,2	M_BNDW1	BENEFIT_BILLING_DATA	A number representing the amount charged for the administration of COBRA coverage. This number is a percentage of the rate being charged.	Examples of valid values: 0.00; 1.25; 78.78; 1,400.66
COBRA_BENEFIT_PROGRAM	COBRA Benefit Program Code	VARCHAR2	3	M_BNDW1	CBR_PARTIC	A code indicating the name of the Benefit Program assigned in the COBRA event.	Examples of valid values: FLX = Flexible Benefits Program; AFS = AFSCME; GEO = GEO
COBRA_BENEFIT_PROGRAM_DESCR	COBRA Benefit Program Description	VARCHAR2	30	M_BNDW1	CBR_PARTIC	The textual description of the code indicating the name of the Benefit Program assigned in the COBRA event.	Examples of valid values: Flexible Benefits Program; AFSCME; GEO
COBRA_BENEFIT_PROGRAM_	COBRA Benefit	VARCHAR2	10	M_BNDW1	CBR_PARTIC	An abbreviated textual description of	Examples of valid

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
DESCRS	Program Short Description					the code indicating the name of the Benefit Program assigned in the COBRA event.	values: Flex Pgm; AFSCME; GEO
COBRA_EMPLID	COBRA Employee Identification Code	VARCHAR2	11	M_BNDW1	CBR_PARTIC DEPENDENT_BENEF	A system assigned number to uniquely identify a person at U of M who is participating in the COBRA benefit program; this person was a dependent that lost coverage and enrolled in their own coverage. Commonly referred to as UMID, this ID begins with a 'C'.	Examples of valid values: C00125
COBRA_EVENT_CLASS	COBRA Event Class Code	VARCHAR2	3	M_BNDW1	CBR_PARTIC	A code indicating a type of COBRA event.	Examples of valid values: TER = Termination; RED = Retirement
COBRA_EVENT_CLASS_DESCR	COBRA Event Class Description	VARCHAR2	30	M_BNDW1	CBR_PARTIC	A textual description of the code indicating a type of COBRA event.	Examples of valid values: Termination; Retirement
COBRA_EVENT_CLASS_DESCRSHORT	COBRA Event Class Short Description	VARCHAR2	10	M_BNDW1	CBR_PARTIC	An abbreviated textual description of the code indicating a type of COBRA event.	Examples of valid values: Termintrn; Retire
COBRA_EVENT_DT	COBRA Event Date	DATE		M_BNDW1	CBR_PARTIC	The date on which a COBRA event took place.	Examples of valid values: 09/09/2005
COBRA_EVENT_ID	COBRA Event Identification Code	NUMBER	3	M_BNDW1	BEN_BI_ENR_EFDT BEN_PROG_PARTIC BENEFIT_BILLING_DATA BENEFITS_DATA CBR_PARTIC FSA_BENEFIT HEALTH_BENEFIT HEALTH_DEPENDNT REMITTANCE_DATA	A system assigned sequential number, which uniquely identifies a COBRA event.	Examples of valid values: 1; 10
COMP_ANNUAL_RT	Compensation Annual Rate	NUMBER	14,2	M_BNDW1	JOB OMNI_EXTRACT	A system calculated number based on compensation rate, compensation frequency, and standard hours indicating the annual base compensation rate for a specific employee appointment.	Examples of valid values: 0.00; 45,048.00; 337,030.00
COMP_EMPL_COVRG_RATE	Employee Coverage Compensation Rate	NUMBER	11,5	M_BNDW1	COMP_RATE_TBL	A number representing the employee contribution for a compensation rate premium.	Examples of valid values: 256.00, 267.00
COMP_EMPLR_COVRG_RATE	Employer Coverage Compensation Rate	NUMBER	11,5	M_BNDW1	COMP_RATE_TBL	A number representing the employer contribution for a compensation rate premium.	Examples of valid values: 659.00, 648.00

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
COMP_FREQUENCY	Compensation Frequency Code	VARCHAR2	1	M_BNDW1	JOB	A code indicating how the compensation rate is expressed. For example, if the compensation rate is annual, the compensation rate is expressed as a yearly rate.	Examples of valid values: A= Annual; H = Hourly; B = Biweekly
COMP_FREQUENCY_DESCRS HORT	Compensation Frequency Short Description	VARCHAR2	10	M_BNDW1	JOB	An abbreviated textual description of the code indicating how the compensation rate is expressed. For example, if the compensation rate is annual, the compensation rate is expressed as a yearly rate.	Examples of valid values: Annual; Hourly; Biweekly
COMP_HOURLY_RT	Compensation Hourly Rate	NUMBER	18,6	M_BNDW1	JOB	A system calculated number indicating the hourly compensation rate for a specific employee appointment.	Examples of valid values: 0.000000; 23.654500; 101.019231
COMP_MONTHLY_RT	Compensation Monthly Rate	NUMBER	18,3	M_BNDW1	JOB	A system calculated number indicating the monthly compensation rate for a specific employee appointment.	Examples of valid values: 0.000; 4100.113; 17510.000
COMP_PROV_COVRG_RATE	Provider Coverage Compensation Rate	NUMBER	8,4	M_BNDW1	COMP_RATE_TBL	A number representing the provider rate for a compensation rate premium.	Examples of valid values: 446.00, 669.00, 650.00
COMP_RANGE_HIGH	Compensation Range High	NUMBER	14,2	M_BNDW1	COMP_RATE_TBL	A number representing the high end of the compensation range for a particular compensation rate.	Examples of valid values: 38,991.29, 47,730.42, 51,226.08
COMP_RANGE_LOW	Compensation Range Low	NUMBER	14,2	M_BNDW1	COMP_RATE_TBL	A number representing the low end of the compensation range for a particular compensation rate.	Examples of valid values: 0.00, 47,147.83, 50,643.48,
COMP_RATE_EFFDT	Compensation Rate Effective Date	DATE		M_BNDW1	COMP_RATE_TBL	The date when the compensation rate becomes effective.	Examples of valid values: 01/01/2010
COMP_RATE_END_DT	Compensation Rate End Date	DATE		M_BNDW1	COMP_RATE_TBL	The date on which a compensation rate ends. September 9, 3999 represents that a rate is open-ended.	Examples of valid values: 12/31/2010
COMP_RATE_TBL_ID	Compensation Rate Table Identification Code	VARCHAR2	6	M_BNDW1	COMP_RATE_TBL	A code identifying a compensation rate table.	Examples of valid values: FE02; FU04
COMP_TOTAL_COVRG_RATE	Total Compensation Coverage Rate	NUMBER	11,5	M_BNDW1	COMP_RATE_TBL	A number representing the total coverage rate for a compensation rate premium.	Examples of valid values: 07/03/1902
COMPANY	Company Code	VARCHAR2	3	M_BNDW1	RETIRE_BAL	A code representing an entity identified by a Federal Employer	Examples of valid values: STR = Stdnt

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						Identification Number.	Rfnd ; UOM = Univ of Michigan
COMPRATE	Compensation Rate	NUMBER	14,2	M_BNDW1	JOB	A number representing the base compensation received by an employee for a job.	Examples of valid values: 0.00; 934.52; 50,047.00; 573,681.68
CONFIRM_NOTIFY_DT	Confirmation Notification Date	DATE		M_BNDW1	BAS_PARTIC	The date on which a Confirmation Statement was produced.	Examples of valid values: 09/09/2005
COST_ID	Cost Identification Code	NUMBER	4	M_BNDW1	BEN_PGM_OPTIONS	A system assigned sequential number, which uniquely identifies a benefit cost.	Examples of valid values: 07/18/1900
COST_TYPE	Cost Type Code	VARCHAR2	1	M_BNDW1	BEN_PGM_OPTIONS	A code representing the classification of a benefit cost.	Examples of valid values: C = Credit; P = Price
COST_TYPE_DECSRSHORT	Cost Type Description	VARCHAR2	10	M_BNDW1	BEN_PGM_OPTIONS	An abbreviated textual description of a code representing the classification of a benefit cost.	Examples of valid values: Credit; Price
COUNTRY	Country Code	VARCHAR2	3	M_BNDW1	BENEFITS_DATA	A code representing the country associated with a person's address.	Examples of valid values: USA = United States CAN = Canada; CHN = China
COUNTRY_DESCR	Country Description	VARCHAR2	30	M_BNDW1	BENEFITS_DATA	A textual description of the code representing the country associated with a person's address.	Examples of valid values: United States; Canada; China, People's Republic of
COUNTRY_DECSRSHORT	Country Short Description	VARCHAR2	10	M_BNDW1	BENEFITS_DATA	An abbreviated textual description code representing the country associated with a person's address.	Examples of valid values: USA; Canada; China
COVERAGE_BEGIN_DT	Coverage Begin Date	DATE		M_BNDW1	REMITTANCE_DATA	The date on which a coverage begins.	Examples of valid values: 09/09/2005
COVERAGE_ELECT	Coverage Election Code	VARCHAR2	1	M_BNDW1	BENEFITS_DATA REMITTANCE_DATA	A code indicating the type of coverage election.	Examples of valid values: E = Elect; W = Waive; T = Terminated
COVERAGE_ELECT_DECSRSHORT	Coverage Election Short Description	VARCHAR2	10	M_BNDW1	BENEFITS_DATA REMITTANCE_DATA	An abbreviated textual description of the code indicating the type of coverage election.	Examples of valid values: Elect; Waive; Terminated
COVERAGE_ELECT_DT	Coverage Election Date	DATE		M_BNDW1	REMITTANCE_DATA	The date on which a coverage election is made.	Examples of valid values: 09/09/2005
COVRG_CD	Coverage Code	VARCHAR2	2	M_BNDW1	BEN_PGM_OPTIONS BENEFIT_BILLING_DATA BENEFITS_DATA HEALTH_BENEFIT REMITTANCE_DATA	A code identifying the coverage composition, which signifies how many people are covered.	Examples of valid values: 1 = Employee Only; 2 = Employee + Adult ; 9 = Employee + Children; A = 1 Comp; B = 2 Comp; C = 3

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
COVRG_DESCR	Coverage Description	VARCHAR2	30	M_BNDW1	BEN_PGM_OPTIONS BENEFIT_BILLING_DATA BENEFITS_DATA HEALTH_BENEFIT REMITTANCE_DATA	A textual description of the code identifying the type of coverage.	Comp Examples of valid values: Employee Only; Employee + Adult; Employee + Children; 1 Comp; 2 Comp; 3 Comp
COVRG_DESCRSHORT	Coverage Short Description	VARCHAR2	10	M_BNDW1	BEN_PGM_OPTIONS BENEFIT_BILLING_DATA BENEFITS_DATA HEALTH_BENEFIT REMITTANCE_DATA	An abbreviated textual description of the code identifying the type of coverage.	Examples of valid values: Empl Only; EE+Adult; EE+Childrn; 1 Comp; 2 Comp; 3 Comp
CURRENT_ANNUIITY	Current Annuity	NUMBER	7	M_BNDW1	OMNI_EXTRACT	A number representing the annuity amount as known at the time of retirement.	Examples of valid values: 09/13/1979
DEATH_STATUS	Death Status Code	VARCHAR2	1	M_BNDW1	PERSONAL_DATA	A code, derived from 'Date of Death', indicating whether the person is deceased.	Examples of valid values: Y = Yes; N = No
DED_CLASS	Deduction Class Code	VARCHAR2	1	M_BNDW1	RETIRE_BAL	A code indicating the taxable nature of a deduction.	Examples of valid values: N = Nontaxable; P = PTax Ben;
DED_MTD	Deduction Month to Date	NUMBER	10,2	M_BNDW1	RETIRE_BAL	A number representing the dollar amount of an employee's payroll deductions for a month.	Examples of valid values: -34.66; 0.13; 799.55
DED_QTD	Deduction Quarter to Date	NUMBER	10,2	M_BNDW1	RETIRE_BAL	A number representing the dollar amount of an employee's payroll deductions for a quarter.	Examples of valid values: -47.17; 279.10; 6,300.00
DED_YTD	Deduction Year to Date	NUMBER	10,2	M_BNDW1	RETIRE_BAL	A number representing the dollar amount of an employee's payroll deductions up to the current point in the fiscal year.	Examples of valid values: -2,427.00; 230.00 9,430.45
DEDCD	Deduction Code	VARCHAR2	6	M_BNDW1	BEN_PGM_OPTIONS BENEF_PLAN_TBL RETIRE_BAL	A code used to identify the specific type of deduction.	Examples of valid values: RETVOL = Retirement; RX = Pres Drugs
DEDCD_DESCR	Deduction Code Description	VARCHAR2	30	M_BNDW1	BEN_PGM_OPTIONS BENEF_PLAN_TBL RETIRE_BAL	A textual description of the code used to identify the specific type of deduction.	Examples of valid values: Retirement; Prescription Drugs;
DEDCD_DESCRSHORT	Deduction Code Short Description	VARCHAR2	10	M_BNDW1	BEN_PGM_OPTIONS BENEF_PLAN_TBL RETIRE_BAL	An abbreviated textual description of the code used to identify the specific type of deduction.	Examples of valid values: Retirement; Pres Drugs;
DENTAL_CD	Dental Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the employee's	Examples of valid values: 0 = Unknown;

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						eligibility for dental coverage.	1 = Eligible; 2 = Ineligible
DENTAL_CNTRCT_BEGIN_DT	Dental Contract Begin Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which a dental contract began.	Examples of valid values: 09/09/2005
DENTAL_DED	Dental Deduction Code	VARCHAR2	3	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's dental coverage deduction code which identifies the plan and the type of coverage, single, two person or family.	Examples of valid values: S01; I03
DENTAL_EFF_DT	Dental Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which dental coverage was effective.	Examples of valid values: 09/09/2005
DENTAL_END_DT	Dental End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which dental coverage ends for an employee.	Examples of valid values: 9812 = 12/31/1998
DENTAL_EXP_DT	Dental Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which a dental coverage override expires.	Examples of valid values: 9812 = 12/31/1998
DENTAL_FLEX_AMT	Dental Flex Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of an employee's dental opt out flex dollars (opt out credit).	Examples of valid values: 01/05/1900
DENTAL_MONTHS_EMPLOYED	Dental Months Employed	NUMBER	3	M_BNDW1	OMNI_EXTRACT	A number representing the number of months an employee has worked in relation to the dental coverage.	Examples of valid values: 3; 234
DENTAL_PARTIC_IND	Dental Participation Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating whether an employee participates in dental coverage.	Examples of valid values: Y = Yes; N = No
DENTAL_TAX	Dental Tax Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the tax status of the dental deduction.	Examples of valid values: P; N
DENTAL_LOCK	Dental Lock Code	NUMBER	4	M_BNDW1	OMNI_EXTRACT	The year and month in which a two year dental contract hold was in effect.	Examples of valid values: 9701 = 1/1/1997
DEP_BASIC_HEALTH	Dependent Basic Health Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT_DEP	A code indicating if a dependent is eligible for health coverage.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
DEP_BASIC_HEALTH_EFF_DT	Dependent Basic Health Effective Date	DATE		M_BNDW1	OMNI_EXTRACT_DEP	The date on which an employee's dependents basic health coverage was effective.	Examples of valid values: 09/09/2005
DEP_BASIC_HEALTH_END_DT	Dependent Basic Health End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT_DEP	The year and month on which a dependent's basic health coverage ends.	Examples of valid values: 9812 = 12/31/1998
DEP_BENEF_TYPE	Dependent Benefit	VARCHAR2	1	M_BNDW1	DEPENDENT_BENEF	A code indicating the type of	Examples of valid

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Type Code					dependent which signifies if coverage in benefit plans is allowed and if dependent is displayed in eBenefits.	values: B = Benef; O = Dep/Benef; D = Dependent
DEP_BENEF_TYPE_DESCRSHORT	Dependent Benefit Type Short Description	VARCHAR2	10	M_BNDW1	DEPENDENT_BENEF	An abbreviated textual description of the code indicating the type of dependent.	Examples of valid values: Benef; Dep/Benef; Dependent
DEP_BIRTH_YR_MON	Dependent Birth Year Month	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT_DEP	The year and month of the dependent's birthdate.	Examples of valid values: 6505 = May, 1965
DEP_DENTAL	Dependent Dental Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT_DEP	A code indicating if a dependent is participating in dental coverage.	Examples of valid values: Y = Yes; N = No
DEP_DENTAL_EFF_DT	Dependent Dental Effective Date	DATE		M_BNDW1	OMNI_EXTRACT_DEP	The date on which an employee's dependents dental coverage was effective.	Examples of valid values: 09/09/2005
DEP_DENTAL_END_DT	Dependent Dental End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT_DEP	The year and month on which a dependent's dental coverage ends.	Examples of valid values: 0400 = 04/30/2000
DEP_FIRST_NAME	Dependent First Name	VARCHAR2	30	M_BNDW1	DEPENDENT_BENEF OMNI_EXTRACT_DEP	The dependent first name as provided by benefit holder.	Examples of valid values: Barb; Joseph; Bill
DEP_ID	Dependent Identification Code	NUMBER	2	M_BNDW1	OMNI_EXTRACT_DEP	A code indicating the dependent number.	Examples of valid values: 1; 2; 5
DEP_IN_COMP_BASE_HEALTH	Dependent Complementary Base Health Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT_DEP	A code indicating complementary to Medicare coverage.	Examples of valid values: C = Complementary; R = Regular
DEP_LAST_NAME	Dependent Last Name	VARCHAR2	30	M_BNDW1	DEPENDENT_BENEF	The dependent last or family name as provided by benefit holder.	Examples of valid values: de la Garza; Smith Jr; Washington
DEP_MEDICARE_B_EFF_DT	Dependent Medicare B Effective Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT_DEP	The date on which a dependent's Medicare B Reimbursement coverage was effective.	Examples of valid values: 09/09/2005
DEP_MEDICARE_B_END_DT	Dependent Medicare B End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT_DEP	The date on which a dependent's Medicare B Reimbursement coverage ends.	Examples of valid values: 09/09/2005
DEP_MIDDLE_NAME	Dependent Middle Name	VARCHAR2	30	M_BNDW1	DEPENDENT_BENEF	The dependent middle name as provided by benefit holder.	Examples of valid values: Marie; L; Boyd
DEP_MISC_BENEFITS	Dependent Miscellaneous Benefits Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT_DEP	A code indicating a dependent's participation in miscellaneous benefit coverages.	Examples of valid values: Y = Yes; N = No

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
DEP_NAME	Dependent Name	VARCHAR2	50	M_BNDW1	DEPENDENT_BENEF	The dependent's first name.	Examples of valid values: Joseph; Susan
DEP_RELATIONSHIP	Dependent Relationship Code	VARCHAR2	2	M_BNDW1	BENEFITS_DATA DEPENDENT_BENEF	A code indicating the dependent's relationship to the employee.	Examples of valid values: SP = Spouse; D = Daughter; S = Son; SD = Stepdaughter
DEP_RELATIONSHIP	Dependent Relationship Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT_DEP	A code indicating the dependent's relationship to the employee.	Examples of valid values: SP = Spouse; D = Daughter; S = Son; SD = Stepdaughter
DEP_RELATIONSHIP_DESCR	Dependent Relationship Description	VARCHAR2	30	M_BNDW1	BENEFITS_DATA DEPENDENT_BENEF	A textual description of the code indicating the dependent's relationship to the employee.	Examples of valid values: Spouse; Daughter; Son; Stepdaughter
DEP_RELATIONSHIP_DESCRSHORT	Dependent Relationship Short Description	VARCHAR2	10	M_BNDW1	BENEFITS_DATA DEPENDENT_BENEF	An abbreviated textual description of the code indicating the dependent's relationship to the employee.	Examples of valid values: Spouse; Daughter; Son; Stepdr
DEP_RX_DRUG	Dependent Prescription Drug Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT_DEP	A code indicating a dependent's eligibility for Prescription Drug coverage.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
DEP_RX_DRUG_EFF_DT	Dependent Prescription Drug Effective Date	DATE		M_BNDW1	OMNI_EXTRACT_DEP	The date on which a dependent's Prescription Drug coverage became effective.	Examples of valid values: 09/09/2005
DEP_RX_DRUG_END_DT	Dependent Prescription Drug End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT_DEP	The year and month on which a dependent's prescription drug coverage ends.	Examples of valid values: 9812 = 12/31/1998
DEP_VISION	Dependent Vision Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT_DEP	A code indicating a dependent's eligibility for vision coverage.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
DEP_VISION_EFF_DT	Dependent Vision Effective Date	DATE		M_BNDW1	OMNI_EXTRACT_DEP	The date on which a dependent's vision coverage became effective.	Examples of valid values: 09/09/2005
DEP_VISION_END_DT	Dependent Vision End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT_DEP	The year and month on which a dependent's vision coverage ends.	Examples of valid values: 9812 = 12/31/1998
DEPBEN_RIDER_FLG	Dependent Benefit Rider Flag Code	VARCHAR2	1	M_BNDW1	DEPENDENT_BENEF	A code indicating if a dependent has a Rider in place (was previously used for dependent's over age 19)	Examples of valid values: Y; N
DEPENDENT_BENEF	Dependent Benefit	VARCHAR2	2	M_BNDW1	BENEFITS_DATA CBR_PARTIC	A system assigned number that uniquely identifies a dependent	Examples of valid values: 01; 02

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Code				DEPENDENT_BENEF DEPENDENT_BENEF_COMMENT HEALTH_DEPENDNT	related to an employee.	
DETAIL_TYPE	Detail Type Code	VARCHAR2	4	M_BNDW1	BENEFIT_BILLING_DATA	A code indicating the type of billing transaction.	Examples of valid values: CHRG = Charge; PMNT = Payment; CADJ = Adjust Charge
DETAIL_TYPE_DESCR	Detail Type Description	VARCHAR2	30	M_BNDW1	BENEFIT_BILLING_DATA	A textual description of the code indicating the type of billing transaction.	Examples of valid values: Charge; Payment; Adjust Charge
DFLT_OPTION_IND	Default Option Indicator Code	VARCHAR2	1	M_BNDW1	BEN_PGM_OPTIONS	A code indicating if a benefit option is the default if no plan type election is made.	Examples of valid values: Y; N
DISABILITY_COVRG_BEGIN_DT	Disability Coverage Begin Date	DATE		M_BNDW1	DISABILITY_BEN	The date on which disability coverage began.	Examples of valid values: 09/09/2005
DISABILITY_COVRG_ELECT	Disability Coverage Election Code	VARCHAR2	1	M_BNDW1	DISABILITY_BEN	A code indicating the type of coverage election.	Examples of valid values: E = Elect; W = Waive; T = Term
DISABILITY_COVRG_ELECT_DESCRS	Disability Coverage Election Description	VARCHAR2	10	M_BNDW1	DISABILITY_BEN	An abbreviated textual description of the code indicating the type of coverage election.	Examples of valid values: Elect; Waive; Term
DISABILITY_COVRG_ELECT_DT	Disability Coverage Election Date	DATE		M_BNDW1	DISABILITY_BEN	The date on which disability coverage was elected.	Examples of valid values: 09/09/2005
DISABILITY_COVRG_END_DT	Disability Coverage End Date	DATE		M_BNDW1	DISABILITY_BEN	The date on which disability coverage ends for an employee. September 9, 3999 represents that coverage is open-ended.	Examples of valid values: 09/09/2005
DISABILITY_EFFDT	Disability Effective Date	DATE		M_BNDW1	DISABILITY_BEN	The date on which disability coverage became effective. This is the payroll deduction begin date.	Examples of valid values: 09/09/2005
DISABLED	Disabled Code	VARCHAR2	1	M_BNDW1	BENEFITS_DATA DEPENDENT_BENEF	A code indicating if a dependent is disabled.	Examples of valid values: Y = Yes; N = No
DT_OF_DEATH	Date of Death	DATE		M_BNDW1	BENEFITS_DATA DEPENDENT_BENEF PERSONAL_DATA	The person's date of death.	Examples of valid values: 12/26/2000
DW_DATA	Data Warehouse Data	VARCHAR2	50	M_BNDW1	BNSTATUS	The names of the data warehouse objects that were loaded. These objects could be a dataset, a group of tables or an individual table.	Examples of valid values: Benefits Tables BAS_PARTIC; REMITTANCE_DATA
DW_OWNER	Data Warehouse	VARCHAR2	8	M_BNDW1	BNSTATUS	The owner (oracle schema) of the	Examples of valid

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Owner					data warehouse objects that were loaded.	values: m_bndw1
ELECT_SOURCE	Election Source Code	VARCHAR2	1	M_BNDW1	BAS_PARTIC	A code indicating the source for benefit elections.	Examples of valid values: O = Online; W = Web; N = None Entered
ELECT_SOURCE_DESCR	Election Source Description	VARCHAR2	30	M_BNDW1	BAS_PARTIC	A textual description of the code indicating the source for benefit elections.	Examples of valid values: Online; Web; None Entered
ELIG_OVRD_CD	Eligibility Override Code	VARCHAR2	1	M_BNDW1	BAS_ELIG_OVRD	A code indicating whether the individual was eligible or ineligible for the specific rule.	Examples of valid values: E = Eligible; I = Ineligible
ELIG_OVRD_EFFDT	Eligibility Override Effective Date	DATE		M_BNDW1	BAS_ELIG_OVRD	The date on which the eligibility override became effective.	Examples of valid values: 2022-03-01; 2022-04-01
ELIG_RULES_ID	Eligibility Rules Identification Code	VARCHAR2	4	M_BNDW1	BAS_ELIG_OVRD	The eligibility rules used in benefit program definitions to control benefit eligibility.	Examples of valid values: PRG2 = Benefit Plan w/ Leave; TER = Terminated Program; GEO = GEO Program
EMPL_BASIC_HEALTH_AMT	Employee Basic Health Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's deduction for health coverage.	Examples of valid values: 01/14/1900
EMPL_CONTRBUTN_AMT	Employee Contribution Override Amount	NUMBER	6,2	M_BNDW1	FSA_BENEFIT	A number representing the dollar amount of a Flexible Spending account deduction override.	Examples of valid values: 02/19/1900
EMPL_CONTRIB	Employee Contribution	NUMBER	7,3	M_BNDW1	BENEFITS_DATA	A number representing the dollar amount of the employee's contribution for coverage.	Examples of valid values: 01/14/1900
EMPL_CVRG_RT	Employee Coverage Rate	NUMBER	8,4	M_BNDW1	REMITTANCE_DATA	A number representing the dollar amount of the employee's coverage.	Examples of valid values: 01/30/1900
EMPL_DENTAL_AMT	Employee Dental Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's deduction for dental coverage.	Examples of valid values: 01/05/1900
EMPL_GROUP_LIFE_AMT	Employee Group Life Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's deduction for enhanced group life coverage.	Examples of valid values: 01/02/1900
EMPL_GULP_AMT	Employee Enhanced Life Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's deduction for Enhanced group life coverage.	Examples of valid values: 01/01/1900
EMPL_LTD_AMT	Employee Long Term Disability Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's deduction	Examples of valid values: 01/10/1900

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						for long-term disability (LTD) coverage.	
EMPL_RCD	Employee Record Number	NUMBER	3	M_BNDW1	JOB PRIMARY_JOBS	A system assigned number which along with employee identification number, effective date and effective sequence, identifies an employee's unique job(s).	Examples of valid values: 0; 1; 2; 3
EMPL_RX_DRUG_AMT	Employee Prescription Drug Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's deduction for prescription drug coverage.	Examples of valid values: 01/00/1900
EMPL_STATUS	Employee Status Code	VARCHAR2	1	M_BNDW1	BENEFITS_DATA JOB REMITTANCE_DATA	A code indicating an employee's status related to a specific job.	Examples of valid values: A = Active; R = Retired
EMPL_STATUS_DESCRSHORT	Employee Status Short Description	VARCHAR2	30	M_BNDW1	BENEFITS_DATA	An abbreviated textual description of the code indicating an employee's status related to a specific job.	Examples of valid values: Active; Retired
EMPL_STATUS_DESCRSHORT	Employee Status Short Description	VARCHAR2	10	M_BNDW1	JOB REMITTANCE_DATA	An abbreviated textual description of the code indicating an employee's status related to a specific job.	Examples of valid values: Active; Retired
EMPL_UNIV_PAID_LIFE_COVR G	Employee University Paid Life Coverage Code	NUMBER	5	M_BNDW1	OMNI_EXTRACT	A number representing the coverage amount in the University Group Life insurance plan.	Examples of valid values: 01/30/1900
EMPL_VISION_AMT	Employee Vision Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's deduction for vision coverage.	Examples of valid values: 01/14/1900
EMPLID	Employee Identification Code	VARCHAR2	11	M_BNDW1	BAS_ELIG_OVRD BAS_PARTIC BEN_BI_ENR_EFDT BEN_PROG_PARTIC BENEF_COMMENT BENEFIT BILLING_DATA BENEFITS_DATA CBR_PARTIC DEPENDENT_BENEF DEPENDENT_BENEF_COMMENT DISABILITY_BEN FSA_BENEFIT HEALTH_BENEFIT HEALTH_DEPENDNT JOB LIFE_ADD_BEN NAMES PERSON_ALT_IDENT_HIST PERSONAL_DATA	A system assigned number to uniquely identify a person at U of M. Commonly referred to as UMID.	Examples of valid values: 25582542

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
					PERSONAL_DEMOGRAPHICS PRIMARY_JOBS REMITTANCE_DATA RETIRE_BAL SAVINGS_INVEST SAVINGS_PLAN		
EMPLOYEE_201_AMT	Employee 201 Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of an employee's Extra TIAA-CREF basic retirement contribution.	Examples of valid values: 150.00
EMPLOYEE_201_EFF_DT	Employee 201 Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which the Extra TIAA-CREF basic retirement plan was effective.	Examples of valid values: 150.00
EMPLOYEE_203_AMT	Employee 203 Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of an employee's TIAA-CREF supplemental retirement account (SRA) retirement contribution.	Examples of valid values: 150.00
EMPLOYEE_204_AMT	Employee 204 Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of an employee's Fidelity supplemental retirement account (SRA) retirement contribution.	Examples of valid values: 150.00
EMPLR_CVRG_RT	Employer Coverage Rate	NUMBER	8,4	M_BNDW1	REMITTANCE_DATA	A number representing the dollar amount of the employer's rate.	Examples of valid values: 550.00
ENROLLEE_CODE	Enrollee Code	VARCHAR2	1	M_BNDW1	BENEFITS_DATA REMITTANCE_DATA	A code indicating the type of enrollment for the vendor.	Examples of valid values: 123456789
ENROLLEE_DESCRSHORT	Enrollee Short Description	VARCHAR2	10	M_BNDW1	BENEFITS_DATA REMITTANCE_DATA	An abbreviated textual description of the code indicating the type of enrollment for the vendor.	Examples of valid values: Active; Retiree; LTD
EOI_OPTION	Evidence of Insurability Option	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating the desired group life coverage amount pending due to evidence of insurability.	Examples of valid values: 06; 04
ERNCD	Earnings Code	VARCHAR2	3	M_BNDW1	BEN_PGM_OPTIONS	A code identifying the type of pay used to calculate a payroll amount.	Examples of valid values: REG = Regular ; SWP = SckWOPay; OTP = OTPrem; HOL = Holiday LTD = Disability; FEL = Fellowship
ERNCD_DESCR	Earnings Description	VARCHAR2	30	M_BNDW1	BEN_PGM_OPTIONS	The textual description of the code identifying the type of pay used to calculate a payroll amount.	Examples of valid values: Regular ; Sick Without Pay; Overtime

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
							1.5; Holiday; Long Term Disability; Fellowship
ERNCD_DESCRSHORT	Earnings Short Description	VARCHAR2	10	M_BNDW1	BEN_PGM_OPTIONS	An abbreviated textual description of the code identifying the type of pay used to calculate a payroll amount.	Examples of valid values: Regular ; SckWOPay; OTPrem; Holiday; Disability; Fellowship
ETHNIC_GROUP	Ethnic Group Code	VARCHAR2	1	M_BNDW1	PERSONAL_DEMOGRAPHICS	A code representing a person's single race/ethnicity reporting category as defined by the federal government's reporting requirements. Data for this element should never be released in a name linked fashion.	Examples of valid values: 1 = White, Not of Hispanic Origin; 2 = Black/African-American; 3 = Hispanic/Latino; 4 = Asian; 5 = American Indian/Alaskan Native; 6 = Not Indicated; 7 = Native Hawaiian/Oth Pac Island; T = Two or More Races
ETHNIC_GROUP_DESCR	Ethnic Group Description	VARCHAR2	30	M_BNDW1	PERSONAL_DEMOGRAPHICS	A textual description of the code representing a person's ethnic group as defined by the federal government's ethnic group reporting requirements. Data for this element should never be released in a name linked fashion.	Examples of valid values: White, Not of Hispanic Origin; Black/African-American; Hispanic/Latino; Asian; American Indian/Alaskan Native; Not Indicated; Native Hawaiian/Oth Pac Island; Two or More Races
ETHNIC_GROUP_DESCRSHORT	Ethnic Group Short Description	VARCHAR2	10	M_BNDW1	PERSONAL_DEMOGRAPHICS	An abbreviated textual description of the code representing a person's ethnic group as defined by the federal government's ethnic group reporting requirements. Data for this element should never be released in a name linked fashion.	Examples of valid values: White; Black; Hispanic; Asian; Native Amr; Not Indic; Hawaiian; 2 or More
EVENT_CLASS	Event Class Code	VARCHAR2	3	M_BNDW1	BAS_PARTIC	A code indicating the Benefits Administration System (BAS) event classification.	Examples of valid values: HIR = New Hire; TER = Termintrn; FSC = Fam Status
EVENT_CLASS_DESCR	Event Class Description	VARCHAR2	30	M_BNDW1	BAS_PARTIC	A textual description of the code indicating the Benefits Administration System (BAS) event	Examples of valid values: New Hire; Termination; Family Status Change

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						classification.	
EVENT_CLASS_DESCRSHORT	Event Class Short Description	VARCHAR2	10	M_BNDW1	BAS_PARTIC	An abbreviated textual description of the code indicating the Benefits Administration System (BAS) event classification.	Examples of valid values: New Hire; Termintrn; Fam Status
EXCESS_CASH	Billing Excess Cash	NUMBER	7,2	M_BNDW1	BENEFIT_BILLING_DATA	A number representing the dollar amount of excess cash received in a billing transaction.	Examples of valid values: -50.00; 0.00; 98.74; 1,432.96
EXPANDED_LTD_CD	Expanded Long Term Disability Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's eligibility for the expanded long-term disability (LTD) plan.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
EXPANDED_LTD_CNTRCT_BEGIN_DT	Expanded Long Term Disability Contract Begin Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which the expanded long-term disability (LTD) contract begin.	Examples of valid values: 09/09/2005
EXPANDED_LTD_EFF_DT	Expanded Long Term Disability Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which an employee's expanded long-term disability (LTD) coverage was effective.	Examples of valid values: 09/09/2005
EXPANDED_LTD_END_DT	Expanded Long Term Disability End Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which expanded long-term disability (LTD) coverage ends for an employee.	Examples of valid values: 09/09/2000
EXPANDED_LTD_EXP_DT	Expanded Long Term Disability Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which an employee's expanded long-term disability (LTD) coverage override expired.	Examples of valid values: 9812 = 12/31/1998
EXPANDED_LTD_PARTIC_IND	Expanded Long Term Disability Participation Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's participation in the expanded long-term disability (LTD) plan.	Examples of valid values: Y = Yes; N = No
EXTRACT_DT	Extract Date	DATE		M_BNDW1	BNSTATUS	The date and time at which the data was extracted from the source system.	Examples of valid values: 07/22/2000
FID_ACCM_401A_EC_PRETAX	Fidelity Employee Accumulated Pre Tax 401A Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's accumulated pre tax contributions to the Fidelity 401a plan.	Examples of valid values: 0.00; 949.00; 7,255.11
FID_ACCM_401A_UC	Fidelity University Accumulated 401A Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employer's accumulated contributions to the employee's Fidelity 401a plan.	Examples of valid values: 0.00; 949.00; 7,255.11
FID_ACCM_403B_EC_PRETAX	Fidelity Employee Accumulated Pre Tax	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's	Examples of valid values: 0.00; 949.00;

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	403B Contribution					accumulated pre tax contributions to the Fidelity 403b plan.	7,255.11
FID_ACCM_403B_UC	Fidelity University Accumulated 403B Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employer's accumulated contributions to the employee's Fidelity 403b plan.	Examples of valid values: 0.00; 949.00; 7,255.11
FID_ACCM_SRA_EC_PRETAX	Fidelity Employee Supplemental Retirement Account Pre Tax Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's accumulated supplemental retirement account (SRA) pre tax contributions to the Fidelity retirement plan.	Examples of valid values: 0.00; 949.00; 7,255.11
FID_ACCM_TOTAL_EC_PRETAX	Fidelity Employee Accumulated Total Pre Tax Contribution	NUMBER	11,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's total pre tax contributions to the Fidelity retirement plan.	Examples of valid values: 0.00; 949.00; 7,255.11
FID_ACCM_TOTAL_UC	Fidelity University Accumulated Total Contribution	NUMBER	11,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employer's total contributions to the employee's Fidelity retirement plan.	Examples of valid values: 0.00; 949.00; 7,255.11
FIDELITY_BASIC_IND	Fidelity Basic Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the employee's participation in the Fidelity retirement plan.	Examples of valid values: Y = Yes; N = No
FIDELITY_END_DT	Fidelity End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which a Fidelity account ends for an employee.	Examples of valid values: 9812 = 12/31/1998
FIDELITY_PCT_EFF_DT	Fidelity Percent Effective Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which the percent of contribution to Fidelity was effective.	Examples of valid values: 9201 = 1/1/1992
FIDELITY_VENDOR_PCT	Fidelity Vendor Percent	NUMBER	3,2	M_BNDW1	OMNI_EXTRACT	A number indicating the percent of basic retirement contributions designated to Fidelity.	Examples of valid values: 1.00; 0.50
FIRST_NAME	First Name	VARCHAR2	30	M_BNDW1	NAMES PERSONAL_DATA	The first name part of a person's name. In the PERSONAL_DATA table this is a person's preferred name, if available; otherwise, this is a person's primary name.	Examples of valid values: Barb; Joseph; Bill
FIRST_NAME_SRCH	First Name Search	VARCHAR2	30	M_BNDW1	NAMES	The system generated first name used to search for a person. The first name is capitalized and punctuation and embedded spaces are removed.	Examples of valid values: BARBARA; JOSEPH; BILL

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
FLAT_DED_AMT	Flat Deduction Amount	NUMBER	8,2	M_BNDW1	SAVINGS_PLAN	A number representing the dollar amount of a savings plan contribution.	Examples of valid values: 50.00; 121.00
FLAT_EMPL_COVRG_RATE	Employee Coverage Flat Rate	NUMBER	11,5	M_BNDW1	FLAT_RATE_TBL	A number representing the employee contribution for a flat rate premium.	Examples of valid values: 01/10/1900
FLAT_EMPLR_COVRG_RATE	Employer Coverage Flat Rate	NUMBER	11,5	M_BNDW1	FLAT_RATE_TBL	A number representing the employer contribution for a flat rate premium.	Examples of valid values: 06/25/1901
FLAT_PROV_COVRG_RATE	Provider Coverage Flat Rate	NUMBER	8,4	M_BNDW1	FLAT_RATE_TBL	A number representing the provider rate for a flat rate premium.	Examples of valid values: 10/03/1901
FLAT_RATE_EFFDT	Flat Rate Effective Date	DATE		M_BNDW1	FLAT_RATE_TBL	The date when the flat rate becomes effective.	Examples of valid values: 09/09/2005
FLAT_RATE_END_DT	Flat Rate End Date	DATE		M_BNDW1	FLAT_RATE_TBL	The date on which a flat rate ends. September 9, 3999 represents that a rate is open-ended.	Examples of valid values: 12/31/2005
FLAT_RATE_ID	Flat Rate Identification Code	VARCHAR2	6	M_BNDW1	FLAT_RATE_TBL	A code identifying a flat rate table.	Examples of valid values: M01; K03
FLAT_TOTAL_COVRG_RATE	Total Flat Coverage Rate	NUMBER	11,5	M_BNDW1	FLAT_RATE_TBL	A number representing the total coverage rate for a flat rate premium.	Examples of valid values: 10/03/1901
FLEX_CD	Flexible Spending Account Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's eligibility in the Flexible Spending accounts.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
FLEX_EXP_DT	Flexible Spending Account Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which an override for eligibility in the Flexible Spending accounts expire.	Examples of valid values: 9812 = 12/31/1998
FLEX_PARTIC_IND	Flexible Spending Account Participation Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's participation in the Flexible Spending accounts.	Examples of valid values: Y = Yes; N = No
FMLA_CD	Family Medical Leave Act Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating if an employee is on family medical leave act (FMLA).	Examples of valid values: F
FOREIGN	Foreign Address Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating whether this is a foreign address.	Examples of valid values: Y = Yes; N = No
FSA_COVRG_BEGIN_DT	Flexible Spending Account Coverage Begin Date	DATE		M_BNDW1	FSA_BENEFIT	The date on which a Flexible Spending account coverage began.	Examples of valid values: 09/09/2005
FSA_COVRG_ELECT	Flexible Spending Account Coverage Election Code	VARCHAR2	1	M_BNDW1	FSA_BENEFIT	A code indicating the type of coverage election in a flexible spending account.	Examples of valid values: E = Elect; W = Waive; T = Term

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
FSA_COVRG_ELECT_DESCRSHORT	Flexible Spending Account Coverage Election Short Description	VARCHAR2	10	M_BNDW1	FSA_BENEFIT	An abbreviated textual description of the code indicating the type of coverage election in a flexible spending account.	Examples of valid values: Elect; Waive; Term
FSA_COVRG_ELECT_DT	Flexible Spending Account Coverage Election Date	DATE		M_BNDW1	FSA_BENEFIT	The date on which an election was entered for a flexible spending account.	Examples of valid values: 09/09/2005
FSA_COVRG_END_DT	Flexible Spending Account Coverage End Date	DATE		M_BNDW1	FSA_BENEFIT	The date on which an employee's flexible spending account ends. September 9, 3999 represents that coverage is open-ended.	Examples of valid values: 12/31/2005
FSA_DEPENDENT_CARE	Dependent Care Flexible Spending Account	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the per pay dollar amount of a dependent care contribution amount.	Examples of valid values: 2000.00; 4400.00
FSA_DEPENDENT_CARE_EFF_DT	Dependent Care Flexible Spending Account Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which a dependent care flexible spending account became effective.	Examples of valid values: 09/09/2005
FSA_DEPENDENT_CARE_END_DT	Dependent Care Flexible Spending Account End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which a flexible spending account for dependent care ends for an employee.	Examples of valid values: 9812 = 12/31/1998
FSA_EFFDT	Flexible Spending Account Effective Date	DATE		M_BNDW1	FSA_BENEFIT	The date when the flexible spending account becomes effective. This is the payroll deduction begin date.	Examples of valid values: 09/09/2005
FSA_MEDICAL	Medical Care Flexible Spending Account	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number which represents the per pay dollar contribution amount for the medical flexible spending account.	Examples of valid values: 120.00; 50.00
FSA_MEDICAL_CARE_EFF_DT	Medical Care Flexible Spending Account Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which a medical flexible spending account became effective.	Examples of valid values: 09/09/2005
FSA_MEDICAL_CARE_END_DT	Medical Care Flexible Spending Account End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which a flexible spending account for medical care ends for an employee.	Examples of valid values: 9812 = 12/31/1998
FTE	Full Time Equivalent	NUMBER	7,6	M_BNDW1	JOB	The system calculated percent of effort derived from standard hours for an employee in a job.	Examples of valid values: 0.00; 0.3875; 0.36325; 0.170008; 1.00
GROUP_LIFE_FLEX_AMT	Enhanced Group Life Flex Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the Enhanced Group Life cash back	Examples of valid values: 01/02/1900

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						amount.	
GROUP_LIFE_JOB_FAMILY	Group Life Job Family Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating the primary job family for Enhanced and Basic Group Life.	Examples of valid values: 35; 40
GROUP_LIFE_TAX	Basic Group Life Tax Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the tax status of an employee's group life deduction.	Examples of valid values: P; T; N
GROUP_NBR	Group Number Code	VARCHAR2	30	M_BNDW1	BENEF_PLAN_TBL BENEFITS_DATA	The vendor group code for a benefit plan.	Examples of valid values: 0050110000; 0084460 G-10100
GULP_CNTRCT_BEGIN_DT	Enhanced Group Life Plan Contract Begin Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which the Enhanced Group Life Insurance contract began.	Examples of valid values: 09/09/2005
GULP_COVRG	Enhanced Group Life Plan Coverage Code	NUMBER	7	M_BNDW1	OMNI_EXTRACT	A number indicating the amount of an employee's Enhanced Life Insurance coverage.	Examples of valid values: 120000; 45000
GULP_DED_OVR_BEGIN_DT	Enhanced Group Life Plan Deduction Override Begin Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month in which an Enhanced Life Insurance deduction override began.	Examples of valid values: 9912 = 12/1/1999
GULP_DED_OVR_END_DT	Enhanced Group Life Plan Deduction Override End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month in which an Enhanced Life Insurance deduction override ended.	Examples of valid values: 9912 = 12/31/1999
GULP_DED_OVR_OPTION	Enhanced Group Life Plan Deduction Override Option Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the Enhanced Life Insurance deduction override option.	Examples of valid values: U = UC; E = EC; N = No permanent deduction
GULP_DED_OVR_REASON	Enhanced Group Life Plan Deduction Override Reason Code	VARCHAR2	11	M_BNDW1	OMNI_EXTRACT	A code indicating the Enhanced Life Insurance deduction override reason.	Examples of valid values: SEASONAL
GULP_EFF_DT	Enhanced Group Life Plan Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which an employee's Enhanced Life Insurance was effective.	Examples of valid values: 09/09/2005
GULP_END_DT	Enhanced Group Life Plan Contract End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which an employee's Enhanced Life Insurance ended.	Examples of valid values: 9812 = 12/31/1998
GULP_OPTION	Enhanced Group Life Plan Option Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating the employee's tax status (in the first digit) and the coverage level (in the second digit) in the Enhanced Life Insurance plan.	Examples of valid values: 16 = Pretax 6X; 02 = Aftertax 2X
GULP_PREM	Enhanced Group Life Plan Premium Code	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the employee contribution and the	Examples of valid values: 6; 4

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						university contribution amounts for the Enhance Life premium.	
GULP_WAIVER	Enhanced Group Life Plan Waiver Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the Enhanced Group Life insurance premium split for an employee.	Examples of valid values: P = Prudential Waiver; U = Univ Waiver
HEALTH_COVRG_BEGIN_DT	Health Coverage Begin Date	DATE		M_BNDW1	HEALTH_BENEFIT	The date on which a medical, dental, vision, legal or prescription drug plan coverage began.	Examples of valid values: 09/09/2005
HEALTH_COVRG_ELECT	Health Coverage Election Code	VARCHAR2	1	M_BNDW1	HEALTH_BENEFIT	A code indicating the election type in a medical, dental, vision, legal or prescription drug plan.	Examples of valid values: E = Elect; W = Waive; T = Term
HEALTH_COVRG_ELECT_DESCRSHORT	Health Coverage Election Short Description	VARCHAR2	10	M_BNDW1	HEALTH_BENEFIT	An abbreviated textual description of a code indicating the election type in a medical, dental, vision, legal or prescription drug plan.	Examples of valid values: Elect; Waive; Term
HEALTH_COVRG_ELECT_DT	Health Coverage Election Date	DATE		M_BNDW1	HEALTH_BENEFIT	The date on which an election was made in a medical, dental, vision, legal or prescription drug plan.	Examples of valid values: 09/09/2005
HEALTH_COVRG_END_DT	Health Coverage End Date	DATE		M_BNDW1	HEALTH_BENEFIT	The date on which coverage ends for an employee in a medical, dental, vision, legal or prescription drug plan. September 9, 3999 represents that coverage is open-ended.	Examples of valid values: 09/09/2005
HEALTH_EFFDT	Health Effective Date	DATE		M_BNDW1	HEALTH_BENEFIT HEALTH_DEPENDNT	The date on which the medical, dental, vision, legal or prescription drug plan becomes effective. This is the payroll deduction begin date.	Examples of valid values: 09/09/2005
HIRE_AGE	Hire Age	NUMBER	3	M_BNDW1	OMNI_EXTRACT	The age of the employee on the date of hire.	Examples of valid values: 22; 35
HOSP_IND	Hospital Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating if the employee is a hospital employee.	Examples of valid values: H
IN_COMP_BASE_HEALTH	Complimentary Base Health Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating if the employee is secondary to Medicare coverage.	Examples of valid values: R; C
INACTIVE_IND	Inactive Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating if an employee's retirement plan is inactive.	Examples of valid values: Y = Yes; N = No
INVESTMENT_OPT	Investment Option Code	VARCHAR2	6	M_BNDW1	RETIRE_BAL SAVINGS_INVEST	A code indicating the retirement vendor.	Examples of valid values: 1 = Tiaa-Cref; 5 = Fidelity
INVESTMENT_OPT_DESCRSH	Investment Option	VARCHAR2	10	M_BNDW1	RETIRE_BAL	An abbreviated textual description of	Examples of valid

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
ORT	Short Description				SAVINGS_INVEST	the code indicating the retirement vendor.	values: Tiaa-Cref; Fidelity
INVESTMENT_PCT	Investment Percent	NUMBER	5,2	M_BNDW1	SAVINGS_INVEST	A number indicating the percent of contribution to a retirement vendor.	Examples of valid values: 100; 50
JOB_EFFDT	Job Effective Date	DATE		M_BNDW1	JOB	The date on which job related information became effective.	Examples of valid values: 08/15/2001
JOB_EFFSEQ	Job Effective Sequence	NUMBER	3	M_BNDW1	JOB	A system assigned number that in conjunction with the employee identification code, employment record number, and job effective date identifies a unique job row.	Examples of valid values: 0; 1; 2; 3
JOB_END_DT	Job End Date	DATE		M_BNDW1	JOB	The last date on which the job row is effective. September 9, 3999 represents that the job is open-ended.	Examples of valid values: 10/15/2001
JOB_FAMILY	Job Family Code	VARCHAR2	6	M_BNDW1	BENEFITS_DATA JOB	A code that groups JobCodes with similar classification and compensation structures, benefits plans, and applicable Standard Practice Guide sections.	Examples of valid values: 10 = Regular Instructional; 210 = Information Technology; 260 = Patient Care Services
JOB_FAMILY_DESCR	Job Family Description	VARCHAR2	30	M_BNDW1	BENEFITS_DATA JOB	A textual description of the code that groups JobCodes with similar classification and compensation structures, benefits plans, and applicable Standard Practice Guide sections.	Examples of valid values: Regular Instructional; Information Technology; Patient Care Services
JOB_FAMILY_DESCRSHORT	Job Family Short Description	VARCHAR2	10	M_BNDW1	BENEFITS_DATA JOB	An abbreviated textual description of the code that groups JobCodes with similar salary grade systems, benefits plans, and applicable Standard Practice Guide sections.	Examples of valid values: RegInstr; Info Tech; PatientCar
JOB_FAMILY_END_DT	Job Family End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month in which a job family is manually overridden.	Examples of valid values: 9912 = 12/31/1999
JOB_LOCATION	Job Location Code	VARCHAR2	10	M_BNDW1	JOB	A code associated with DEPTID that is used to identify location as required for state unemployment reporting purposes. This field is not to be confused with APPT_DEPT_GRP_CAMPUS.	Examples of valid values: AA CAMPUS = Ann Arbor Campus; DRBN = Dearborn Campus; FLNT = Flint Campus
JOB_LOCATION_DESCR	Job Location Description	VARCHAR2	30	M_BNDW1	JOB	A textual description of the code associated with DEPTID that is used	Examples of valid values: Ann Arbor

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						to identify location as required for state unemployment reporting purposes.	Campus; Dearborn Campus; Flint Campus
JOB_LOCATION_DESCRSHORT	Job Location Short Description	VARCHAR2	10	M_BNDW1	JOB	An abbreviated textual description of the code associated with DEPTID that is used to identify location as required for state unemployment reporting purposes.	Examples of valid values: Ann Arbor; DRBN; Flint
JOBCODE	JobCode	VARCHAR2	6	M_BNDW1	JOB	A code indicating a job classification title established by the Office of Human Resource and Affirmative Action.	Examples of valid values: 100800 = Chancellor; 201000 = Professor; 101324 = Accountant Assoc
JOBCODE_BEN_FAMILY	JobCode Benefit Family Code	VARCHAR2	4	M_BNDW1	BENEFITS_DATA JOB	A code indicating the benefit family associated with the employee's job code.	Examples of valid values: 30 = House Off; 37 = Res Fello 40 = P/A Exemp
JOBCODE_BEN_FAMILY_DESCR	JobCode Benefit Family Description	VARCHAR2	30	M_BNDW1	BENEFITS_DATA JOB	A textual description of the code indicating the benefit family associated with the employee's job code.	Examples of valid values: House Officer; Research Fellow; Professional/Admin Exempt
JOBCODE_BEN_FAMILY_DESCRSHORT	JobCode Benefit Family Short Description	VARCHAR2	10	M_BNDW1	BENEFITS_DATA JOB	An abbreviated textual description of the code indicating the benefit family associated with the employee's job code.	Examples of valid values: House Off; Res Fello; P/A Exemp
JOBCODE_DESCR	JobCode Description	VARCHAR2	30	M_BNDW1	JOB	A textual description of the code indicating a job classification title established by the Office of Human Resource and Affirmative Action.	Examples of valid values: Chancellor; Professor; Accountant Assoc
JOBCODE_DESCRSHORT	JobCode Short Description	VARCHAR2	10	M_BNDW1	JOB	An abbreviated textual description of the code indicating a job classification title established by the Office of Human Resource and Affirmative Action.	Examples of valid values: Chancellor; Professor; Accountant
LAST_NAME	Last Name	VARCHAR2	30	M_BNDW1	NAMES PERSONAL_DATA	The last or family name part of a person's name. In the PERSONAL_DATA table this is a person's preferred name, if available; otherwise, this is a person's primary name	Examples of valid values: de la Garza; Smith Jr; Washington
LAST_NAME_SRCH	Last Name Search	VARCHAR2	30	M_BNDW1	NAMES	The system generated last name used to search for a person and to sort the name list. The last name is	Examples of valid values: DELAGARZA; SMITHJR;

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						capitalized and punctuation and embedded spaces are removed. For example, 'de la Garza' becomes DELAGARZA.	WASHINGTON
LEAVE_BEGIN_DT	Leave Begin Date	DATE		M_BNDW1	OMNI_EXTRACT	The date the leave person modifier began for a specific employee.	Examples of valid values: 07/05/2001
LEAVE_CAT	Leave Category Code	VARCHAR2	3	M_BNDW1	OMNI_EXTRACT	A code indicating the person modifier category associated with a specific leave person modifier code.	Examples of valid values: L = Leaves
LEAVE_END_DT	Leave End Date	DATE		M_BNDW1	OMNI_EXTRACT	The date the leave person modifier ended for a specific employee.	Examples of valid values: 01/05/2000
LEGACY_UNION_CD	Union Code	VARCHAR2	3	M_BNDW1	OMNI_EXTRACT	A code indicating the legacy union affiliated with a JobCode.	Examples of valid values: A; P; S
LEGAL	Legal Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's enrollment in the legal plan.	Examples of valid values: 01/04/1900
LEGAL_COVERAGE	Legal Coverage Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's level of coverage in the legal plan.	Examples of valid values: 10 = 1 Person; 11 = 2 Person; 12 = Family
LIFE_COVRG_AMT	Life Coverage Amount	NUMBER	11	M_BNDW1	BENEFITS_DATA	A number representing the dollar amount of a life insurance plan.	Examples of valid values: 124,500.00; 65,222.22
LIFE_COVRG_AMT	Life Coverage Amount	NUMBER	13,2	M_BNDW1	LIFE_ADD_BEN	A number representing the dollar amount of a life insurance plan.	Examples of valid values: 124,500.00; 65,222.22
LIFE_COVRG_BEGIN_DT	Life Coverage Begin Date	DATE		M_BNDW1	LIFE_ADD_BEN	The date on which the life insurance coverage began.	Examples of valid values: 09/09/2005
LIFE_COVRG_ELECT	Life Coverage Election Code	VARCHAR2	1	M_BNDW1	LIFE_ADD_BEN	A code indicating the type of election made in a life insurance plan.	Examples of valid values: E = Elect; W = Waive; T = Term
LIFE_COVRG_ELECT_DESCRSHORT	Life Coverage Election Short Description	VARCHAR2	10	M_BNDW1	LIFE_ADD_BEN	An abbreviated textual description of the code indicating the type of election made in a life insurance plan.	Examples of valid values: Elect; Waive; Term
LIFE_COVRG_ELECT_DT	Life Coverage Election Date	DATE		M_BNDW1	LIFE_ADD_BEN	The date on which a life insurance election was made.	Examples of valid values: 09/09/2005
LIFE_COVRG_END_DT	Life Coverage End Date	DATE		M_BNDW1	LIFE_ADD_BEN	The date on which life coverage ends for an employee. September 9, 3999 represents that coverage is open-ended.	Examples of valid values: 09/09/2005
LIFE_EFFDT	Life Effective Date	DATE		M_BNDW1	LIFE_ADD_BEN	The date when the life coverage becomes effective. This is the	Examples of valid values: 09/09/2005

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						payroll deduction begin date.	
LOAD_DT	Load Date	DATE		M_BNDW1	BNSTATUS	The date and time at which the data was loaded into the data warehouse. This data may have been loaded into a single table, a group of tables or an entire dataset, as designated by the information provided in the field DW_DATA.	Examples of valid values: 08/04/2001
LTC	Long Term Care Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating the vendor number for enrollment in the Long Term Care plan.	Examples of valid values: 01/02/1900
LTD_DED_OVR_END_DT	Long Term Disability Deduction Override End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which a long-term disability (LTD) deduction override ends for an employee.	Examples of valid values: 9912 = 12/31/1999
LTD_DED_OVR_OPT	Long Term Disability Deduction Override Option Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the long-term disability (LTD) deduction override option.	Examples of valid values: N = No Permanent deduction
LTD_DED_OVR_REASON	Long Term Disability Deduction Override Reason Code	VARCHAR2	11	M_BNDW1	OMNI_EXTRACT	A code indicating the long-term disability (LTD) deduction override reason.	Examples of valid values: SEASONAL
LTD_DED_OVR_START_DT	Long Term Disability Deduction Override Start Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which a long-term disability (LTD) deduction override started.	Examples of valid values: 9912 = 12/1/1999
LTD_PLAN	Long Term Disability Plan Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating the long-term disability (LTD) enrollment.	Examples of valid values: 01 = Basic; 02 = Exp < 30k; 03 = Exp > 30k; 04 = MSP < 30k; 05 = MSP > 30k;
LTD_SAL_OVR_AMT	Long Term Disability Salary Override Amount	NUMBER	6	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount used for a salary override to determine long-term disability (LTD) coverage.	Examples of valid values: 0; 2,973; 34,503
LTD_SAL_OVR_END_DT	Long Term Disability Salary Override End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which a long-term disability (LTD) salary override ends for an employee.	Examples of valid values: 9912 = 12/31/1999
LTD_SAL_OVR_START_DT	Long Term Disability Salary Override Start Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which a long-term disability (LTD) salary override starts.	Examples of valid values: 9912 = 12/01/1999
LTD_SAL_OVR_TYPE	Long Term Disability Salary Override Type Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the type of long-term disability (LTD) salary override.	Examples of valid values: A = Automatic; M = Manual
LTD_TAX	Long Term Disability	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the tax status of	Examples of valid

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Tax Code					an employee's long-term disability (LTD) deduction.	values: T = After tax
MAJOR_MEDICAL_CD	Major Medical Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's eligibility in the major medical plan.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
MAJOR_MEDICAL_CNTRCT_BEGIN_DT	Major Medical Contract Begin Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which a major medical contract began.	Examples of valid values: 09/09/2005
MAJOR_MEDICAL_DED	Major Medical Deduction Code	VARCHAR2	3	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's major medical coverage deduction code which identifies the plan and the type of coverage, single, two person or family.	Examples of valid values: T01; T02; T22
MAJOR_MEDICAL_EFF_DT	Major Medical Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which the major medical coverage was effective.	Examples of valid values: 09/09/2005
MAJOR_MEDICAL_END_DT	Major Medical End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which major medical coverage ends for an employee.	Examples of valid values: 9812 = 12/31/1998
MAJOR_MEDICAL_EXP_DT	Major Medical Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month in which an override for major medical expires.	Examples of valid values: 9912 = 12/31/1999
MAJOR_MEDICAL_PARTICIP_IND	Major Medical Participation Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's participation in the major medical plan.	Examples of valid values: Y = Yes; N = No
MAJOR_MEDICAL_TAX	Major Medical Tax Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the tax status of an employee's major medical deduction.	Examples of valid values: P; T; N
MAR_STATUS	Marital Status Code	VARCHAR2	1	M_BNDW1	DEPENDENT_BENEF	A code indicating a dependent's marital status. Note: This is not maintained and often used with incorrect values for administrative purposes.	Examples of valid values: S = Single; M = Married
MAR_STATUS_DESCRSHORT	Marital Status Short Description	VARCHAR2	10	M_BNDW1	DEPENDENT_BENEF	An abbreviated textual description of the code indicating a dependent's marital status. Note: This is not maintained and often used with incorrect values for administrative purposes.	Examples of valid values: Single; Married
MAR_STATUS_DT	Marital Status Date	DATE		M_BNDW1	DEPENDENT_BENEF	The date on which a marital status update was made or was in effect for administrative purposes.	Examples of valid values: 09/09/2005
MAXIMUM_OPTION	Maximum Option	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the maximum	Examples of valid

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Code					exclusion allowance code.	values: B; C; G
MEDICARE_B_CD	Medicare B Reimbursement Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's eligibility in the Medicare B Reimbursement plan.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
MEDICARE_B_EFF_DT	Medicare B Effective Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The date on which the Medicare B reimbursement plan was effective.	Examples of valid values: 09/09/2005
MEDICARE_B_END_DT	Medicare B End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which Medicare B ends for an employee.	Examples of valid values: 9812 = 12/31/1998
MEDICARE_B_EXP_DT	Medicare B Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which an override on the Medicare B reimbursement expires.	Examples of valid values: 9912 = 12/31/1999
MEDICARE_B_PART	Medicare B Participation Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A number which indicates how many Medicare B participants are within the enrollment to determine the reimbursement amount.	Examples of valid values: 0; 1; 2
MEDICARE_B_PARTIC_IND	Medicare B Participation Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's participation in the Medicare B Reimbursement plan.	Examples of valid values: Y = Yes; N = No
MEDICARE_ENTLD_DT	Medicare Entitled Date	DATE		M_BNDW1	BENEFITS_DATA DEPENDENT_BENEF PERSONAL_DEMOGRAPHICS	The date on which an employee or dependent became secondary to Medicare coverage.	Examples of valid values: 09/09/2005
METLIFE	MetLife Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's enrollment in the MetLife Auto Homeowners Miscellaneous benefit.	Examples of valid values: 01/03/1900
MIDDLE_NAME	Middle Name	VARCHAR2	30	M_BNDW1	NAMES PERSONAL_DATA	The middle name part of a person's name In the PERSONAL_DATA table this is a person's preferred name, if available; otherwise, this is a person's primary name.	Examples of valid values: Marie; L; Boyd
MONTHS_ON_LEAVE	Months On Leave Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating the number of months an employee is on a leave of absence.	Examples of valid values: 4; 11
NAME	Name	VARCHAR2	50	M_BNDW1	NAMES PERSONAL_DATA	The name by which a person is known. In the PERSONAL_DATA table this is a person's preferred name, if available, otherwise; this is a person's primary name. Person name format is Last, First Middle	Examples of valid values: de la Garza, Barb; Smith Jr, Joseph L; Washington, Bill Boyd
NAME_EFFDT	Name Effective Date	DATE		M_BNDW1	NAMES	The date the person's name becomes effective.	Examples of valid values: 11/14/2001

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
NAME_END_DT	Name End Date	DATE		M_BNDW1	NAMES	The last date on which a person's name is effective. September 9, 3999 indicates that this is a person's current name.	Examples of valid values: 09/09/2005
NAME_TYPE	Name Type Code	VARCHAR2	3	M_BNDW1	NAMES	A code used to identify the category of a person's name.	Examples of valid values: PRF = Preferred Name; PRI = Primary Name; INS = Instructor Name
NATIONAL_ID	National Identification Code	VARCHAR2	9	M_BNDW1	BENEFITS_DATA DEPENDENT_BENEF OMNI_EXTRACT OMNI_EXTRACT_DEP PERSON_ALT_IDENT_HIST	The Social Security Number (SSN) or temporary payroll number associated with an employee that took effect after the previous one was updated or changed.	Examples of valid values: 123456789
NOELECTN	No Election Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating no election was made.	Examples of valid values: 123456789
OMNI_EXTRACT_DT	Omni Extract Date	DATE		M_BNDW1	OMNI_EXTRACT OMNI_EXTRACT_DEP	The date and time at which the data was extracted from the source system.	Examples of valid values: 01/31/2000; 6/29/2001; 12/28/2000
OPTION_CD	Option Code	VARCHAR2	3	M_BNDW1	BEN_PGM_OPTIONS	A code used for data entry in the Benefits Administration System (BAS event). Within each plan type within each benefit program, each value represents a benefit selection.	Examples of valid values: 141; 11
OPTION_ID	Option Identification Code	NUMBER	4	M_BNDW1	BEN_PGM_OPTIONS	A system generated identifier for each benefit plan within each benefit program.	Examples of valid values: 14; 221
OPTION_NOTIFY_DT	Option Notify Date	DATE		M_BNDW1	BAS_PARTIC	The date on which a notification letter was produced.	Examples of valid values: 09/09/2005
OPTION_TYPE	Option Type Code	VARCHAR2	1	M_BNDW1	BEN_PGM_OPTIONS	A code indicating the type of election associated with a benefit option.	Examples of valid values: O = Option; W = Waive Option
OPTION_TYPE_DESCRSHORT	Option Type Short Description	VARCHAR2	10	M_BNDW1	BEN_PGM_OPTIONS	An abbreviated textual description of the code indicating the type of election associated with a benefit option.	Examples of valid values: Option; Waive Optn
OPTIONAL_LIFE_CD	Optional Life Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's eligibility for the Optional Life plan.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
OPTIONAL_LIFE_EXP_DT	Optional Life Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which the override for an employee's Optional Life eligibility expires.	Examples of valid values: 9912 = 12/31/1999

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
OPTIONAL_LIFE_PARTIC_IND	Optional Life Participation Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's participation in the Optional Life plan.	Examples of valid values: Y = Yes; N = No
PAY_AMT	Billing Payment Amount	NUMBER	7,2	M_BNDW1	BENEFIT_BILLING_DATA	A number representing the dollar amount of an employee's billing payment.	Examples of valid values: 54.12; 142.33
PAY_FREQUENCY	Pay Frequency Code	VARCHAR2	5	M_BNDW1	JOB	A code representing how often employees in a pay group are paid.	Examples of valid values: B = Biweekly; M = Monthly; W = Weekly
PAY_FREQUENCY	Pay Frequency Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code representing how often employees in a pay group are paid.	Examples of valid values: B = Biweekly; M = Monthly; W = Weekly
PAY_FREQUENCY_DESCRSHORT	Pay Frequency Short Description	VARCHAR2	10	M_BNDW1	JOB	An abbreviated textual description of the code representing how often employees in a pay group are paid.	Examples of valid values: Biweekly; Monthly; Weekly
PAYGROUP	Pay Group Code	VARCHAR2	3	M_BNDW1	BENEFITS_DATA JOB	A code indicating a set of employees grouped together for payroll processing.	Examples of valid values: BWC = Reg Bwly; MGS = Grad Stdnt; MPP = Mo P Paid
PAYGROUP_DESCR	Pay Group Code Description	VARCHAR2	30	M_BNDW1	BENEFITS_DATA JOB	A textual description of the code indicating a set of employees grouped together for payroll processing.	Examples of valid values: Regular Bi-Weekly; Grad Student; Mthly Pre Pd-Hosp & Spon 12 Mo
PAYGROUP_DESCRSHORT	Pay Group Short Description	VARCHAR2	10	M_BNDW1	BENEFITS_DATA JOB	An abbreviated textual description of the code indicating a set of employees grouped together for payroll processing.	Examples of valid values: Reg Bwly; Grad Stdnt; Mo P Paid
PAYMENT_FORM	Payment Form Code	VARCHAR2	3	M_BNDW1	BENEFIT_BILLING_DATA	A code indicating the form in which a billing payment was made.	Examples of valid values: CHK = Check; INT = Interface
PAYMENT_FORM_DESCRSHORT	Payment Form Short Description	VARCHAR2	10	M_BNDW1	BENEFIT_BILLING_DATA	An abbreviated textual description of the code indicating the form in which a billing payment was made.	Examples of valid values: Check; Interface
PCT_GROSS	Percent Gross	NUMBER	6,3	M_BNDW1	SAVINGS_PLAN	A number indicating the percent of gross to be used for the savings plan election.	Examples of valid values: 5.00; 0.00
PER_ORG	Person Organization Relationship Code	VARCHAR2	3	M_BNDW1	JOB	A code indicating the nature of the relationship between a person and the U of M.	Examples of valid values: EMP = Employee; POI = Person of Interest;

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
							CWR = Contingent Worker;
PERCENT_EFFORT	Percent Effort	NUMBER	5,2	M_BNDW1	OMNI_EXTRACT	The employee's percent effort associated with each shortcode related to a job. Used for effort certification and not required to be provided unless needed for that purpose.	Examples of valid values: 0.25; 3.50; 77.50; 100.00
PERIODIC_PHYSICAL_CD	Periodic Physical Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's eligibility for the Periodic Physical benefit.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
PERIODIC_PHYSICAL_EXP_DT	Periodic Physical Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which an employee's eligibility override in the Periodic Physical benefit expires.	Examples of valid values: 0312 = 12/31/03; 9999 = Open Ended
PERIODIC_PHYSICAL_PARTIC_IND	Periodic Physical Participation Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's participation in the Periodic Physical benefit.	Examples of valid values: Y = Yes; N = No
PERSON_CITY	Person City Code	VARCHAR2	30	M_BNDW1	PERSONAL_DEMOGRAPHICS	The name of the city associated with a person's address.	Examples of valid values: Ann Arbor
PERSON_COMP_ANNUAL_RT	Person Compensation Annual Rate	NUMBER	14,2	M_BNDW1	BENEFITS_DATA	A number representing the annual base compensation rate for an employee based on all of their active and paid leave appointments.	Examples of valid values: 0.00; 45,048.00; 337,030.00
PERSON_COUNTRY	Person Country Code	VARCHAR2	3	M_BNDW1	PERSONAL_DEMOGRAPHICS	A code representing the country associated with a person's address.	Examples of valid values: USA = United States
PERSON_COUNTRY_DESCR	Person Country Description	VARCHAR2	30	M_BNDW1	PERSONAL_DEMOGRAPHICS	The name of the country associated with a person's address.	Examples of valid values: USA
PERSON_COUNTRY_DESCRSHORT	Person Country Short Description	VARCHAR2	10	M_BNDW1	PERSONAL_DEMOGRAPHICS	An abbreviated name of the country associated with a person's address. This data is based on the current address if available or the permanent address if the current address is not available. If neither is found in HEPROD the address fields are populated with blanks.	Examples of valid values: United States
PERSON_FTE	Person Full Time Equivalent	NUMBER	7,6	M_BNDW1	BENEFITS_DATA	The total percent of effort for an employee based on all of their active and paid leave appointments.	Examples of valid values: 0.00; 0.3875; 0.36325; 0.170008; 1.00; 1.50
PERSON_POSTAL	Person Postal Code	VARCHAR2	12	M_BNDW1	PERSONAL_DEMOGRAPHICS	The postal code of an address. This will accommodate the 5 and 9 digit	Examples of valid values: 48104-2316;

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						United States zip code as well as international postal codes.	75254; 234 E65
PERSON_STATE	Person State Code	VARCHAR2	6	M_BNDW1	PERSONAL_DEMOGRAPHICS	A code representing the state associated with a person's address. This field will accommodate US states as well as states, territories or provinces that have been identified for other countries (e.g., Canada).	Examples of valid values: MI = Michigan; ON = Ontario; PR = Puerto Rico
PERSON_STATE_DESCR	Person State Description	VARCHAR2	30	M_BNDW1	PERSONAL_DEMOGRAPHICS	The name of the state associated with a person's address. This field will accommodate US states as well as states, territories or provinces that have been identified for other countries (e.g., Canada).	Examples of valid values: Michigan; Ontario; Puerto Rico
PERSON_STD_HOURS	Person Standard Hours	NUMBER	5,2	M_BNDW1	BENEFITS_DATA	A number representing the sum of standard hours for all of the employee's active and paid leave appointments.	Examples of valid values: 0.00; 2.20; 26.68; 40.00
PERSON_ZIP	Person Zip	VARCHAR2	10	M_BNDW1	OMNI_EXTRACT	The ten digit zip code of an address.	Examples of valid values: 49224; 49286; 1492
PLAN_TYPE	Plan Type Code	VARCHAR2	2	M_BNDW1	BEN_BI_ENR_EFDT BEN_PGM_OPTIONS BENEF_PLAN_TBL BENEFIT_BILLING_DATA BENEFITS_DATA DISABILITY_BEN FSA_BENEFIT HEALTH_BENEFIT HEALTH_DEPENDNT LIFE_ADD_BEN REMITTANCE_DATA RETIRE_BAL SAVINGS_INVEST SAVINGS_PLAN	A code representing a category of benefits/deductions.	Examples of valid values: 00 = General; 10 = Medical; 11 = Dental
PLAN_TYPE_DESCR	Plan Type Description	VARCHAR2	30	M_BNDW1	BEN_BI_ENR_EFDT BEN_PGM_OPTIONS BENEF_PLAN_TBL BENEFIT_BILLING_DATA BENEFITS_DATA DISABILITY_BEN FSA_BENEFIT HEALTH_BENEFIT HEALTH_DEPENDNT LIFE_ADD_BEN REMITTANCE_DATA	A textual description of the code representing a category of benefits/deductions.	Examples of valid values: General Deduction; Medical; Dental

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
					RETIRE_BAL SAVINGS_INVEST SAVINGS_PLAN		
PLAN_TYPE_DESCRSHORT	Plan Type Short Description	VARCHAR2	10	M_BNDW1	BEN_BI_ENR_EFDT BEN_PGM_OPTIONS BENEF_PLAN_TBL BENEFIT_BILLING_DATA BENEFITS_DATA DISABILITY_BEN FSA_BENEFIT HEALTH_BENEFIT HEALTH_DEPENDNT LIFE_ADD_BEN REMITTANCE_DATA RETIRE_BAL SAVINGS_INVEST SAVINGS_PLAN	An abbreviated textual description of the code representing a category of benefits/deductions.	Examples of valid values: General; Medical; Dental
PMT_ADJUST	Billing Payment Adjustment	NUMBER	7,2	M_BNDW1	BENEFIT_BILLING_DATA	A number representing the dollar amount of an adjustment to a billing payment.	Examples of valid values: 54.12; -32.11
POI_TYPE	Person of Interest Type Code	VARCHAR2	5	M_BNDW1	JOB	A code indicating why the person is of interest to the U of M.	Examples of valid values: 00001 = COBRA Qualified Beneficiary; 00002 = Pension Payee; 00101 = Student Benefits; 00000 = Unknown
POI_TYPE_DESCR	Person of Interest Type Description	VARCHAR2	30	M_BNDW1	JOB	A textual description of the code representing the person's type of involvement with the U of M.	Examples of valid values: COBRA Qualified Beneficiary; Pension Payee; Student Benefits; Unknown
POLICY_NBR	Policy Number	VARCHAR2	10	M_BNDW1	BENEFITS_DATA	The vendor policy number.	Examples of valid values: 661/662; 0001
POSTAL	Postal Code	VARCHAR2	12	M_BNDW1	BENEFITS_DATA	The postal code of an address for benefits data. This will accommodate the 5 and 9 digit United States zip code as well as international postal codes.	Examples of valid values: 48108; N9E3C6
PPHYS_LOST_ELIG_LOA	Lost Periodic Physical Eligibility Leave of Absence Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating loss of eligibility for the Periodic Physical benefit due to leave of absence.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
PREMIUM	Premium	NUMBER	7,3	M_BNDW1	BENEFITS_DATA	A number representing the value of	Examples of valid values: 02/25/1901

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						the provider amount of the associated benefit coverage.	
PREV_NATL_ID	Previous National Identification Code	VARCHAR2	9	M_BNDW1	PERSON_ALT_IDENT_HIST	The Social Security Number (SSN) or temporary payroll number associated with an employee prior to a change or update.	Examples of valid values: 123456789
PRIMARY_FIRST_NAME	Primary First Name	VARCHAR2	30	M_BNDW1	BENEFITS_DATA PERSONAL_DATA	The first name part of a person's name which is generally used for legal purposes.	Examples of valid values: Examples of valid values: Barbara; Joseph; William
PRIMARY_LAST_NAME	Primary Last Name	VARCHAR2	30	M_BNDW1	BENEFITS_DATA PERSONAL_DATA	The last or family name part of a person's name which is generally used for legal purposes.	Examples of valid values: Examples of valid values: de la Garza; Smith Jr; Washington
PRIMARY_MIDDLE_NAME	Primary Middle Name	VARCHAR2	30	M_BNDW1	BENEFITS_DATA PERSONAL_DATA	The middle name part of a person's name which is generally used for legal purposes.	Examples of valid values: Examples of valid values: Marie; L; Boyd
PRIMARY_NAME	Primary Name	VARCHAR2	50	M_BNDW1	BENEFITS_DATA OMNI_EXTRACT PERSONAL_DATA	The name by which a person is known. This is a person's primary name which is generally used for legal purposes. Person name format is Last, First Middle	Examples of valid values: de la Garza, Barbara Marie; Smith Jr, Joseph L; Washington, William Boyd
PROOFCVG	Proof of Coverage Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating proof of other coverage was received.	Examples of valid values: P = Proof Given
PROV_CVRG_RT	Provider Coverage Rate	NUMBER	8,4	M_BNDW1	REMITTANCE_DATA	A number representing the dollar amount of the providers coverage rate.	Examples of valid values: 124.12; 55.00
PROV_PREM_D	Provider Premium Drug Rate	NUMBER	8,2	M_BNDW1	REMITTANCE_DATA	A number representing the dollar amount of the Prescription Drug portion of the medical coverage premium.	Examples of valid values: 07/05/1900
RATE_TBL_ID	Rate Table Identification Code	VARCHAR2	6	M_BNDW1	BEN_PGM_OPTIONS	A code identifying the rate table.	Examples of valid values: K01; S03
RATE_TYPE	Rate Type Code	VARCHAR2	4	M_BNDW1	BEN_PGM_OPTIONS	A code indicating the type of rate. Those used are flat, service and age graded.	Examples of valid values: F = Flat; S = Service; A = Age Graded
RATE_TYPE_DESCRSHORT	Rate Type Short Description	VARCHAR2	10	M_BNDW1	BEN_PGM_OPTIONS	An abbreviated textual description of the code indicating the type of rate.	Examples of valid values: Flat; Service Rt; Age Graded

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
REMIT_EFFDT	Remittance Effective Date	DATE		M_BNDW1	REMITTANCE_DATA	The date on which the associated benefit coverage became effective relative to the monthly remittance.	Examples of valid values: 09/09/2005
REMIT_MONTH	Remittance Month	DATE		M_BNDW1	REMITTANCE_DATA	The date on which the remittance file was created.	Examples of valid values: 05/01/2005
RETIRE_ANNUITY	Retirement Annuity	NUMBER	7	M_BNDW1	OMNI_EXTRACT	A number representing the annuity value at the time of retirement.	Examples of valid values: 23,100; 16,000
RETIRE_BAL_LAST_UPDATE_DATE	Retirement Balance Last Update Date	DATE		M_BNDW1	RETIRE_BAL	The date on which the data was populated from payroll data, these are monthly records.	Examples of valid values: 1/31/2005; 2/28/2006
RETIRE_BASIC_IND	Retirement Basic Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's participation in the basic retirement plan.	Examples of valid values: Y = Yes; N = No
RETIRE_CD	Retirement Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's eligibility for the basic retirement plan.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
RETIRE_COMPULSORY_CD	Retirement Compulsory Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's eligibility for the compulsory retirement plan.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
RETIRE_COMPULSORY_EXP_DT	Retirement Compulsory Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which an eligibility override in the compulsory retirement expires.	Examples of valid values: 9912 = 12/31/1999
RETIRE_COMPULSORY_PARTIC_IND	Retirement Compulsory Participation Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the employee is participating in the compulsory retirement plan.	Examples of valid values: Y = Yes; N = No
RETIRE_EFF_DT	Retirement Effective Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The date on which an employee's retirement plan became effective.	Examples of valid values: 09/09/2005
RETIRE_EXP_DT	Retirement Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which an employee's basic retirement plan eligibility expires.	Examples of valid values: 9912 = 12/31/1999
RETIRE_PARTIC_IND	Retirement Participation Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's participation in the retirement plan.	Examples of valid values: Y = Yes; N = No
RETIRE_PLAN_CD	Retirement Plan Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's enrollment in the retirement plan.	Examples of valid values: 01 = 5% EC / 10% UC; 03 = RBO 5% UC
RETIREE_SURVIVOR	Retiree Survivor	VARCHAR2	3	M_BNDW1	REMITTANCE_DATA	A code indicating if the person is a	Examples of valid values: N = No; R =

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Code					retiree/survivor.	Retiree/Survivor
RPTCMPLSRY	Report Compulsory Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the employee's data indicates a need to review on the compulsory report.	Examples of valid values: R
RX_ACCOUNT	Prescription Account Code	VARCHAR2	15	M_BNDW1	BENEFITS_DATA	A code indicating the prescription drug account code.	Examples of valid values: ARXHMO; DRXHMO
RX_DRUG_CD	Prescription Drug Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the eligibility of an employee in the prescription drug plan.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
RX_DRUG_CNTRCT_BEGIN_DT	Prescription Drug Contract Begin Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which a prescription drug plan contract began.	Examples of valid values: 09/09/2005
RX_DRUG_DED	Prescription Drug Deduction Code	VARCHAR2	3	M_BNDW1	OMNI_EXTRACT	A code indicating the Prescription Drug coverage, the plan and level of coverage is included in this value.	Examples of valid values: D01; F03
RX_DRUG_EFF_DT	Prescription Drug Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which on which the prescription drug plan became effective.	Examples of valid values: 09/09/2005
RX_DRUG_END_DT	Prescription Drug End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which prescription drug coverage ends for an employee.	Examples of valid values: 9812 = 12/31/1998
RX_DRUG_EXP_DT	Prescription Drug Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which a prescription drug plan override expires.	Examples of valid values: 9912 = 12/31/1999
RX_DRUG_PARTIC_IND	Prescription Drug Participation Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the employee is participating in the prescription drug plan.	Examples of valid values: Y = Yes; N = No
RX_DRUG_TAX	Prescription Drug Tax Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the tax status of the employee's prescription drug premium.	Examples of valid values: N; P; T
RX_GROUP	Prescription Group Code	VARCHAR2	12	M_BNDW1	BENEFITS_DATA	A code indicating the prescription drug coverage for vendor purposes.	Examples of valid values: MCARMCAR; BCBSBPPO
RX_PLAN	Prescription Plan Code	VARCHAR2	6	M_BNDW1	REMITTANCE_DATA	A code indicating the prescription drug grouping.	Examples of valid values: RXHMO; RXBC
RX_PREMIUM	Prescription Premium	NUMBER	7,3	M_BNDW1	REMITTANCE_DATA	A number representing the dollar amount of the prescription drug premium.	Examples of valid values: 05/06/1900
SAL_GRADE	Salary Grade Code	VARCHAR2	3	M_BNDW1	OMNI_EXTRACT	An alphanumeric code linked to the salary administration plan/career	Examples of valid values: T5 = Trades

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						band and job/career family of each JobCode.	Pay Grade T5; LD = Executive Leadership; MG = Manager; PF = Professional
SAVINGS_COVRG	Savings Coverage Code	VARCHAR2	1	M_BNDW1	SAVINGS_PLAN	A code indicating an employee's savings plan enrollment.	Examples of valid values: 1 = Flat Amount; 2 = Percent of Gross
SAVINGS_COVRG_BEGIN_DT	Savings Coverage Begin Date	DATE		M_BNDW1	SAVINGS_PLAN	The date on which the employee's savings plan coverage begins.	Examples of valid values: 09/09/2005
SAVINGS_COVRG_DESCR	Savings Coverage Description	VARCHAR2	30	M_BNDW1	SAVINGS_PLAN	A textual description of the code indicating the election type for the savings plan.	Examples of valid values: Flat Amount; Percent of Gross
SAVINGS_COVRG_ELECT	Savings Coverage Election Code	VARCHAR2	1	M_BNDW1	SAVINGS_PLAN	A code indicating the election type for the savings plan.	Examples of valid values: E = Elect; W = Waive; T = Term
SAVINGS_COVRG_ELECT_DE SCRSHORT	Savings Coverage Election Short Description	VARCHAR2	10	M_BNDW1	SAVINGS_PLAN	An abbreviated textual description of the code indicating the election type for the savings plan.	Examples of valid values: Elect; Waive; Term
SAVINGS_COVRG_ELECT_DT	Savings Coverage Election Date	DATE		M_BNDW1	SAVINGS_PLAN	The date on which the savings plan election was made.	Examples of valid values: 09/09/2005
SAVINGS_COVRG_END_DT	Savings Coverage End Date	DATE		M_BNDW1	SAVINGS_PLAN	The date on which savings coverage ends for an employee. September 9, 3999 represents that coverage is open-ended.	Examples of valid values: 09/09/2005
SAVINGS_EFFDT	Savings Effective Date	DATE		M_BNDW1	SAVINGS_INVEST SAVINGS_PLAN	The date on which the savings plan becomes effective. This is the payroll deduction begin date.	Examples of valid values: 09/09/2005
SBRS_AGE_AT_TERM	Staff Benefits Retiree Survivor Screen Age at Termination	NUMBER	3	M_BNDW1	OMNI_EXTRACT	The age of the retiree at termination of employment.	Examples of valid values: 67; 58
SBRS_DEATH_DT	Staff Benefits Retiree Survivor Screen Death Date	DATE		M_BNDW1	OMNI_EXTRACT	The retiree or active staff member's date of death used for retirees and survivor processing.	Examples of valid values: 09/09/2005
SBRS_FINAL_SALARY	Staff Benefits Retiree Survivor Screen Final Salary	NUMBER	7	M_BNDW1	OMNI_EXTRACT	A number representing the final salary of a retiree.	Examples of valid values: 0; 3072; 28674; 46500
SBRS_JOB_CLASS	Staff Benefits Retiree Survivor Screen Job Class Code	VARCHAR2	5	M_BNDW1	OMNI_EXTRACT	A code indicating the retiree's job class.	Examples of valid values: 00000; 03561; 27355; 98038
SBRS_JOB_FAMILY	Staff Benefits Retiree Survivor Screen Job	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating the retirees benefit family.	Examples of valid values: 40; 01

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Family Code						
SBRS_RETIRE_DT	Staff Benefits Retiree Survivor Screen Retirement Date	DATE		M_BNDW1	OMNI_EXTRACT	The retirement date of the retiree.	Examples of valid values: 09/09/2005
SBRS_SPOUSE_SSN	Staff Benefits Retiree Survivor Screen Spouse Social Security Number	VARCHAR2	9	M_BNDW1	OMNI_EXTRACT	The Social Security Number (SSN) associated with a retiree's spouse.	Examples of valid values: 555221111
SBRS_YOS	Staff Benefits Retiree Survivor Screen Years of Service	NUMBER	3	M_BNDW1	OMNI_EXTRACT	The number of years of service of a retiree or deceased employee.	Examples of valid values: 22; 31
SEC_BEN_FAMILY	Secondary Benefit Family Code	VARCHAR2	4	M_BNDW1	BENEFITS_DATA JOB	A manually maintained code used in multiple job situations to control benefit eligibility for the secondary job.	Examples of valid values: 01 = Professor; 73 = AFSCME - Service/Maintenance; 98 = Pre 7/88 Retiree
SEC_BEN_FAMILY_DESCR	Secondary Benefit Family Description	VARCHAR2	30	M_BNDW1	BENEFITS_DATA JOB	A textual description of the manually maintained code used in multiple job situations to control benefit eligibility for the secondary job.	Examples of valid values: Professor; AFSCME - Service/Maintenance; Pre 7/88 Retiree
SEC_BEN_FAMILY_DESCRSHORT	Secondary Benefit Short Family Description	VARCHAR2	10	M_BNDW1	BENEFITS_DATA JOB	An abbreviated textual description of the manually maintained code used in multiple job situations to control benefit eligibility for the secondary job.	Examples of valid values: Professor; Afscme; Pre 88 Ret
SERVICE_DT	Service Date	DATE		M_BNDW1	BENEFITS_DATA JOB OMNI_EXTRACT REMITTANCE_DATA	The date on which the current continuous employment relationship was established as defined in the Standard Practice Guide.	Examples of valid values: 08/01/2001
SERVICE_INTERVALS	Service Intervals	NUMBER	5	M_BNDW1	SVC_COVG_TBL	The number of months used to determine different rates for different lengths of service.	Examples of valid values: 0; 12
SEX	Sex Code	VARCHAR2	1	M_BNDW1	BENEFITS_DATA DEPENDENT_BENEF OMNI_EXTRACT PERSONAL_DEMOGRAPHICS	A code representing the gender of a person.	Examples of valid values: M = Male; F = Female; U = Unknown
SEX_DESCRSHORT	Sex Short Description	VARCHAR2	10	M_BNDW1	BENEFITS_DATA DEPENDENT_BENEF PERSONAL_DEMOGRAPHICS	An abbreviated textual description of the code representing the gender of a person.	Examples of valid values: Male; Female; Unknown
SMOKER	Smoker Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT PERSONAL_DEMOGRAPHICS	A code indicating smoker status.	Examples of valid values: S = Smoker

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
SPOUSE_CNTRCT_BEGIN_DT	Spouse Contract Begin Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which a spouse group life contract began.	Examples of valid values: 09/09/2005
SPOUSE_EFF_DT	Spouse Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which spouse group life coverage was effective.	Examples of valid values: 09/09/2005
SPOUSE_END_DT	Spouse End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which spouse group life coverage ends.	Examples of valid values: 9812 = 12/31/1998
SPOUSE_EOI_OPT	Spouse Evidence of Insurability Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating the current level of spouse group life coverage with evidence of insurability still pending.	Examples of valid values: 01; 02
SPOUSE_GULP_AMT	Spouse Group Universal Life Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of spouse group life coverage.	Examples of valid values: 50,000; 10,000
SPOUSE_OPT	Spouse Option Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating the employee's level of coverage in the spouse group life plan.	Examples of valid values: 01 = 10k; 02 = 25k; 03 = 50k
SRA_203_EFF_DT	Supplemental Retirement Account 203 Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which the TIAA- CREF supplemental retirement account (SRA) plan was effective.	Examples of valid values: 09/09/2005
SRA_204_EFF_DT	Supplemental Retirement Account 204 Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which the Fidelity supplemental retirement account (SRA) plan was effective.	Examples of valid values: 09/09/2005
SRA_205_EFF_DT	Supplemental Retirement Account 205 Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which the Calvert supplemental retirement account (SRA) plan was effective.	Examples of valid values: 09/09/2005
SRVC_INTERVAL	Service Interval	NUMBER	3	M_BNDW1	REMITTANCE_DATA	The number of months used for calculating service for service rate plans.	Examples of valid values: 0; 12; 99
STANDARD_OPTION_IND	Standard Option Indicator Code	VARCHAR2	1	M_BNDW1	BEN_PGM_OPTIONS	A code indicating if the benefit plan option is a standard option within the benefit program or if an override applies.	Examples of valid values: Y = Yes; N = No
STATE	State Code	VARCHAR2	6	M_BNDW1	BENEFITS_DATA	A code representing the state associated with the work address of the employee who has benefits.	Examples of valid values: MI = Michigan; OHIO = Ohio
STATE_DESCR	State Description	VARCHAR2	30	M_BNDW1	BENEFITS_DATA	A textual description of the code representing the state associated with the work address of the employee who has benefits.	Examples of valid values: Michigan; Texas
STD_HOURS	Standard Hours	NUMBER	4,2	M_BNDW1	JOB	The number of hours the person will work in the associated appointment	Examples of valid values: 0.00; 2.20;

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						during the course of one week.	26.68; 40.00
SVC_COVG_EFFDT	Service Coverage Effective Date	DATE		M_BNDW1	SVC_COVG_TBL	The date on which the service rate table becomes effective.	Examples of valid values: 09/09/2005
SVC_COVG_END_DT	Service Coverage End Date	DATE		M_BNDW1	SVC_COVG_TBL	The date on which service rate table values end. September 9, 3999 represents that a rate is open-ended.	Examples of valid values: 09/09/2005
SVC_EMPL_RATE	Employee Service Coverage Rate	NUMBER	11,5	M_BNDW1	SVC_COVG_TBL	A number representing the employee's rate in the service rate table.	Examples of valid values: 18.44
SVC_EMPLR_RATE	Employer Service Coverage Rate	NUMBER	11,5	M_BNDW1	SVC_COVG_TBL	A number representing the employer's rate in the service rate table.	Examples of valid values: 18.44
SVC_RATE_TBL_ID	Service Coverage Rate Table Identification Code	VARCHAR2	6	M_BNDW1	SVC_COVG_TBL	A code identifying a service rate table.	Examples of valid values: S01; I03
SVC_TOTAL_RATE	Total Service Coverage Rate	NUMBER	11,5	M_BNDW1	SVC_COVG_TBL	A number representing the total rate in a service rate table.	Examples of valid values: 18.44
TDR_EFFDT	Terminated/Deceased/Retired Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which an employee terminated, died or retired.	Examples of valid values: 09/09/2005
TDR_IND	Terminated/Deceased/Retired Actually Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating a person is terminated, deceased, or retired.	Examples of valid values: T = Terminated; D = Deceased; R = Retired
TIAA_ACCM_401A_EC_PRETAX	TIAA Employee Total Accumulated After Tax Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's accumulated pre tax contributions to the TIAA 401a plan.	Examples of valid values: 0.00; 949.00; 7,255.11
TIAA_ACCM_401A_UC	TIAA University Total Accumulated 401A Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employer's accumulated after tax contributions to the TIAA 403b plan.	Examples of valid values: 0.00; 949.00; 7,255.11
TIAA_ACCM_403B_EC_ATA	TIAA Employee Accumulated After Tax 401A Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's accumulated pre tax contributions to the TIAA 403b plan.	Examples of valid values: 0.00; 949.00; 7,255.11
TIAA_ACCM_403B_EC_PRETAX	TIAA Employee Accumulated Pre Tax 401A Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's accumulated contributions to the employee's TIAA 403b plan.	Examples of valid values: 0.00; 949.00; 7,255.11

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
TIAA_ACCM_403B_UC	TIAA University Accumulated 401B Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employer's accumulated extra after tax contributions to the TIAA retirement plan.	Examples of valid values: 0.00; 949.00; 7,255.11
TIAA_ACCM_EXTRA_EC_ATA	TIAA Employee Accumulated After Tax 401B Extra Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's accumulated pre tax contributions to the TIAA retirement plan.	Examples of valid values: 0.00; 949.00; 7,255.11
TIAA_ACCM_EXTRA_EC_PRETAX	TIAA Employee Accumulated Pre Tax Extra Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's accumulated supplemental retirement account (SRA) pre tax contributions to the TIAA retirement plan.	Examples of valid values: 0.00; 949.00; 7,255.11
TIAA_ACCM_SRA_EC_PRETAX	TIAA Employee Accumulated Pre Tax Supplemental Retirement Account Contribution	NUMBER	9,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's accumulated supplemental retirement account (SRA) pre tax contributions to the TIAA retirement plan.	Examples of valid values: 0.00; 949.00; 7,255.11
TIAA_ACCM_TOTAL_EC_ATA	TIAA Employee Accumulated After Tax Contribution	NUMBER	11,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's total after tax contributions to the TIAA retirement plan.	Examples of valid values: 0.00; 949.00; 7,255.11
TIAA_ACCM_TOTAL_EC_PRETAX	TIAA Employee Total Accumulated Pretax Contribution	NUMBER	11,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employee's total pre tax contributions to the TIAA retirement plan.	Examples of valid values: 0.00; 949.00; 7,255.11
TIAA_ACCM_TOTAL_UC	TIAA University Total Accumulated Contribution	NUMBER	11,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the employer's total contributions to the employee's TIAA retirement plan.	Examples of valid values: 0.00; 949.00; 7,255.11
TIAA_END_DT	TIAA End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which the TIAA-CREF retirement plan ends.	Examples of valid values: 9912 = 12/31/1999
TIAA_PCT_EFF_DT	TIAA Percent Effective Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which the percent of contribution to TIAA-CREF was effective.	Examples of valid values: 9912 = 12/01/1999
TIAA_VENDOR_PCT	TIAA Vendor Percent	NUMBER	3,2	M_BNDW1	OMNI_EXTRACT	A number representing the percent of basic retirement contributions designated to TIAA-CREF.	Examples of valid values: 1.00; 0.50

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
TOT_CVRG_RATE	Total Coverage Rate	NUMBER	8,4	M_BNDW1	REMITTANCE_DATA	A number representing the total dollar amount for the associated benefit coverage.	Examples of valid values: 953.4
UCHOOSE_AMT	University Choose Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the employee flex dollars.	Examples of valid values: 6
UNION_CD	Union Code	VARCHAR2	3	M_BNDW1	JOB	A code indicating the union affiliated with a JobCode.	Examples of valid values: AFS = A.F.S.C.M.E. Local 1583; GEO = Graduate Employee Organization; MNA = Michigan Nurses Association
UNION_DESCR	Union Description	VARCHAR2	30	M_BNDW1	JOB	A textual description of the code indicating the union affiliated with a JobCode.	Examples of valid values: A.F.S.C.M.E. Local 1583; Graduate Employee Organization; Michigan Nurses Association
UNION_DESCRSHORT	Union Short Description	VARCHAR2	10	M_BNDW1	JOB	An abbreviated textual description of the code indicating the union affiliated with a JobCode.	Examples of valid values: AFSCME; GEO; MNA
UNION_JOB1	Union Job 1 Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating a grouping of employees by union group.	Examples of valid values: 30; 73; FF
UNION_JOB2	Union Job 2 Code	VARCHAR2	2	M_BNDW1	OMNI_EXTRACT	A code indicating a grouping of employees by union group.	Examples of valid values: 30; 75; RX
UNIV_BASIC_HEALTH_AMT	University Basic Health Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the University's contribution for health coverage.	Examples of valid values: 02/03/1901
UNIV_CONTRIB	Benefit Coverage University Contribution	NUMBER	7,3	M_BNDW1	BENEFITS_DATA	A number representing the dollar amount of the University contribution for the associated benefit coverage.	Examples of valid values: 18.44; 543.20
UNIV_DENTAL_AMT	University Dental Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the University's contribution for dental coverage.	Examples of valid values: 11.01
UNIV_GROUP_LIFE_AMT	University Group Life Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the University's contribution for University group life coverage.	Examples of valid values: 3.00
UNIV_GULP_AMT	University Enhanced Life Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the University's contribution for Enhanced Life	Examples of valid values: 2.14

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						Insurance coverage.	
UNIV_LTD_AMT	University Long Term Disability Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the University's contribution for long-term disability (LTD) coverage.	Examples of valid values: 54.05
UNIV_MAJOR_MEDICAL_AMT	University Major Medical Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the University's contribution for major medical coverage.	Examples of valid values: 22.00
UNIV_NEED_EOI	University Need Evidence of Insurability	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code representing the need for a health statement for life insurance.	Examples of valid values: A; S; L
UNIV_PAID_CNTRCT_BEGIN_DT	University Paid Contract Begin Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which the University group life contract began.	Examples of valid values: 09/09/2005
UNIV_PAID_END_DT	University Paid Coverage End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which university group life coverage ends for an employee.	Examples of valid values: 9812 = 12/31/1998
UNIV_PAID_LIFE	University Paid Code	VARCHAR2	5	M_BNDW1	OMNI_EXTRACT	A number indicating the amount of university paid life insurance coverage.	Examples of valid values: 0; 1; 2
UNIV_PAID_LIFE_AMT	University Paid Life Amount	NUMBER	5,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the University group life coverage.	Examples of valid values: 1.29; 0.00
UNIV_PAID_LIFE_EXP_DT	University Paid Life Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which an employee's eligibility override in the University group life coverage expires.	Examples of valid values: 9812 = 12/31/1998
UNIV_PAID_LIFE_IND	University Paid Life Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's participation in the university group life plan.	Examples of valid values: Y = Yes; N = No
UNIV_PAID_LIFE_TAX	University Paid Life Tax Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the tax status of a university group life deduction.	Examples of valid values: N = Nontaxable
UNIV_RX_DRUG_AMT	University Prescription Drug Amount	NUMBER	7,2	M_BNDW1	OMNI_EXTRACT	A number representing the dollar amount of the university contribution to the prescription drug plan.	Examples of valid values: 02/01/1900
USE_PERCENT_EFFORT	Use Percent Effort	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code used in the past or intended for future use for calculating percent of effort.	Examples of valid values: N
VENDOR_COVRG_CD	Vendor Coverage Code	VARCHAR2	2	M_BNDW1	BENEFITS_DATA	The coverage code value used by vendors. The complementary to	Examples of valid values: 1 = Empee

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						Medicare values are not represented (A, B, C).	Only; 2 = Employee + Adult ; 9 = Employee + Children
VENDOR_COVRG_DESCR	Vendor Coverage Description	VARCHAR2	30	M_BNDW1	BENEFITS_DATA	A textual description of the coverage code value used by vendors. The complementary to Medicare values are not represented (A, B, C).	Examples of valid values: Employee Only; Employee + Adult; Employee + Children
VENDOR_COVRG_DESCRSHORT	Vendor Coverage Short Description	VARCHAR2	10	M_BNDW1	BENEFITS_DATA	An abbreviated textual description of the coverage code value used by vendors. The complementary to Medicare values are not represented (A, B, C).	Examples of valid values: Empl Only; EE+Adult; EE+Childrn
VENDOR_ID	Vendor Identification Code	VARCHAR2	10	M_BNDW1	BENEF_PLAN_TBL REMITTANCE_DATA	A system assigned number used to uniquely identify a vendor.	Examples of valid values: 0000001174; 0000000254
VENDOR_NAME	Vendor Name	VARCHAR2	50	M_BNDW1	BENEFITS_DATA	The name by which a vendor is known.	Examples of valid values: MCAR; HYATT; UOM
VENREMIT_CODE	Vendor Remittance Code	VARCHAR2	15	M_BNDW1	RETIRE_BAL	A code indicating the grouping of funds used by the vendors.	Examples of valid values: 72104-2; 101010-A
VISION_CD	Vision Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's eligibility for the vision plan.	Examples of valid values: 0 = Unknown; 1 = Eligible; 2 = Ineligible
VISION_CNTRCT_BEGIN_DT	Vision Contract Begin Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which an employee's vision plan contract began.	Examples of valid values: 09/09/2005
VISION_DED	Vision Deduction Code	VARCHAR2	3	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's enrollment in the vision plan.	Examples of valid values: V01; V02; V03
VISION_EFF_DT	Vision Effective Date	DATE		M_BNDW1	OMNI_EXTRACT	The date on which an employee's vision coverage was effective,	Examples of valid values: 09/09/2005
VISION_END_DT	Vision End Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which vision coverage ends for an employee.	Examples of valid values: 9912 = 12/31/1999
VISION_EXP_DT	Vision Expiration Date	VARCHAR2	4	M_BNDW1	OMNI_EXTRACT	The year and month on which an employee's eligibility override in the vision plan expires.	Examples of valid values: 9912 = 12/31/1999
VISION_PARTIC_IND	Vision Participation Indicator Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating an employee's participation in the vision plan.	Examples of valid values: Y = Yes; N = No
VISION_TAX	Vision Tax Code	VARCHAR2	1	M_BNDW1	OMNI_EXTRACT	A code indicating the tax status of the vision deduction.	Examples of valid values: P

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
VISNLOCK	Vision Lock	NUMBER	4	M_BNDW1	OMNI_EXTRACT	The year and month in which a two year vision contract hold was in effect.	Examples of valid values: 9812 = 12/31/98
YEARS_IN_SERVICE	Years In Service	NUMBER	3,1	M_BNDW1	OMNI_EXTRACT	The number of years since the current continuous employment relationship was established for an employee. This data is derived using PERSON_SERVICE_DT.	Examples of valid values: 0.8; 6.2; 15.0; 23.9