

# **Time and Labor**

## *Data Dictionary*

Last update: November 2021

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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](mailto:4help@umich.edu). Thank you.

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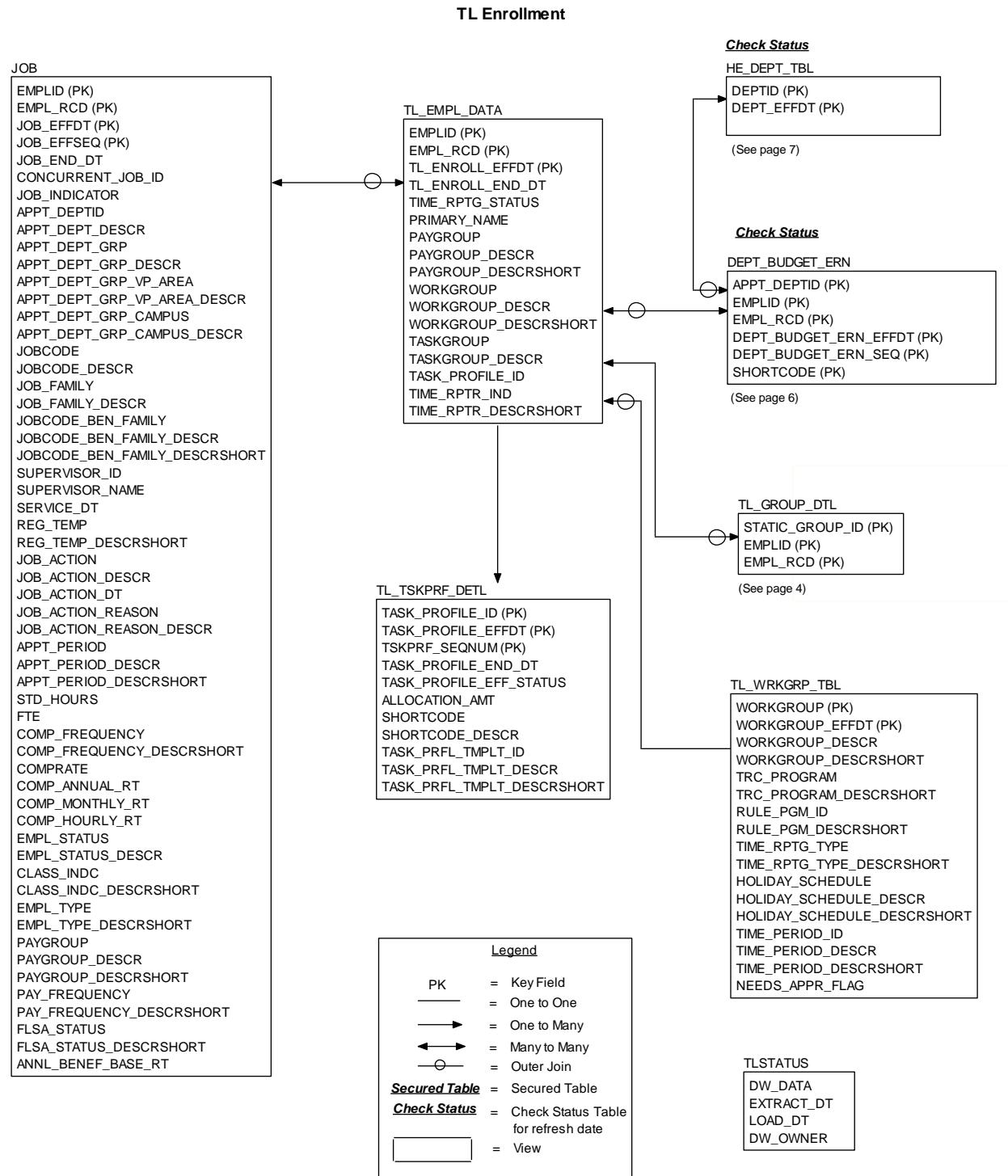
# Time and Labor Tables Diagrams

The Time and Labor Tables Diagrams illustrate the *logical* relationships among the various Time and Labor 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.

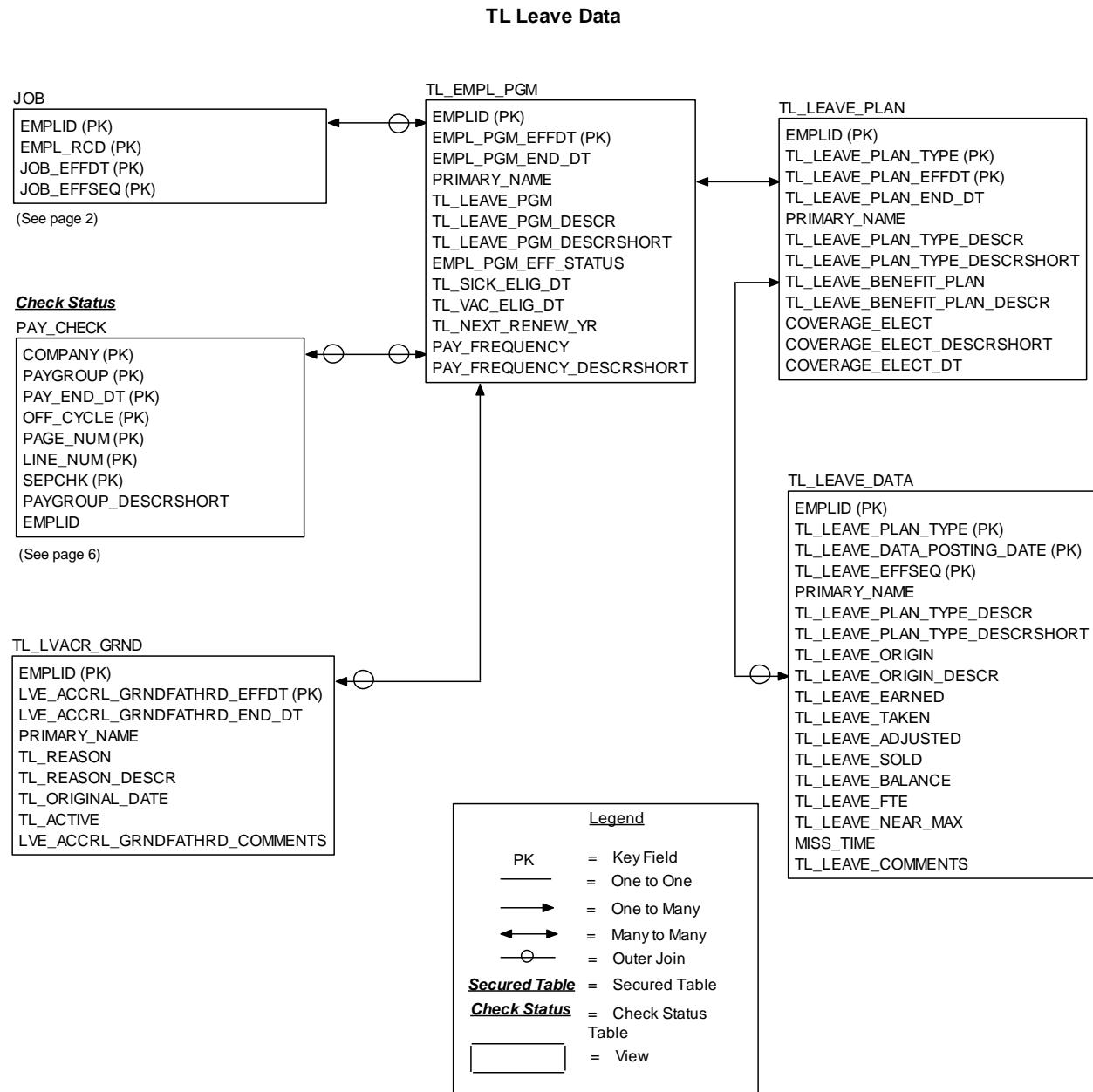
All tables within a data set are not necessarily refreshed on the same schedule. It is *extremely important* to query the status table to determine when the data in each table was last refreshed and to determine the impact this will have on query results.

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

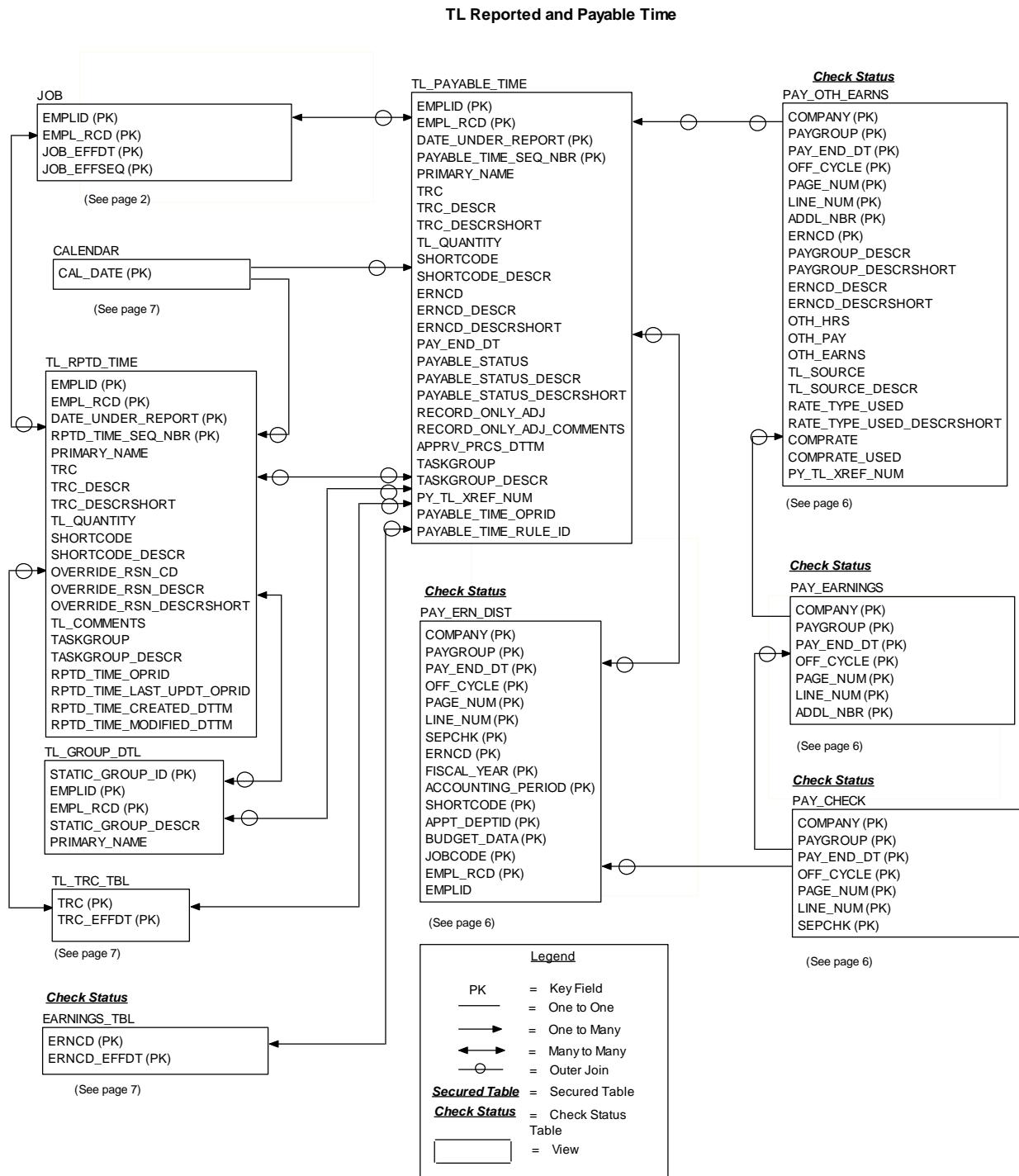
Click for a detailed [description of the joins used between tables](#).



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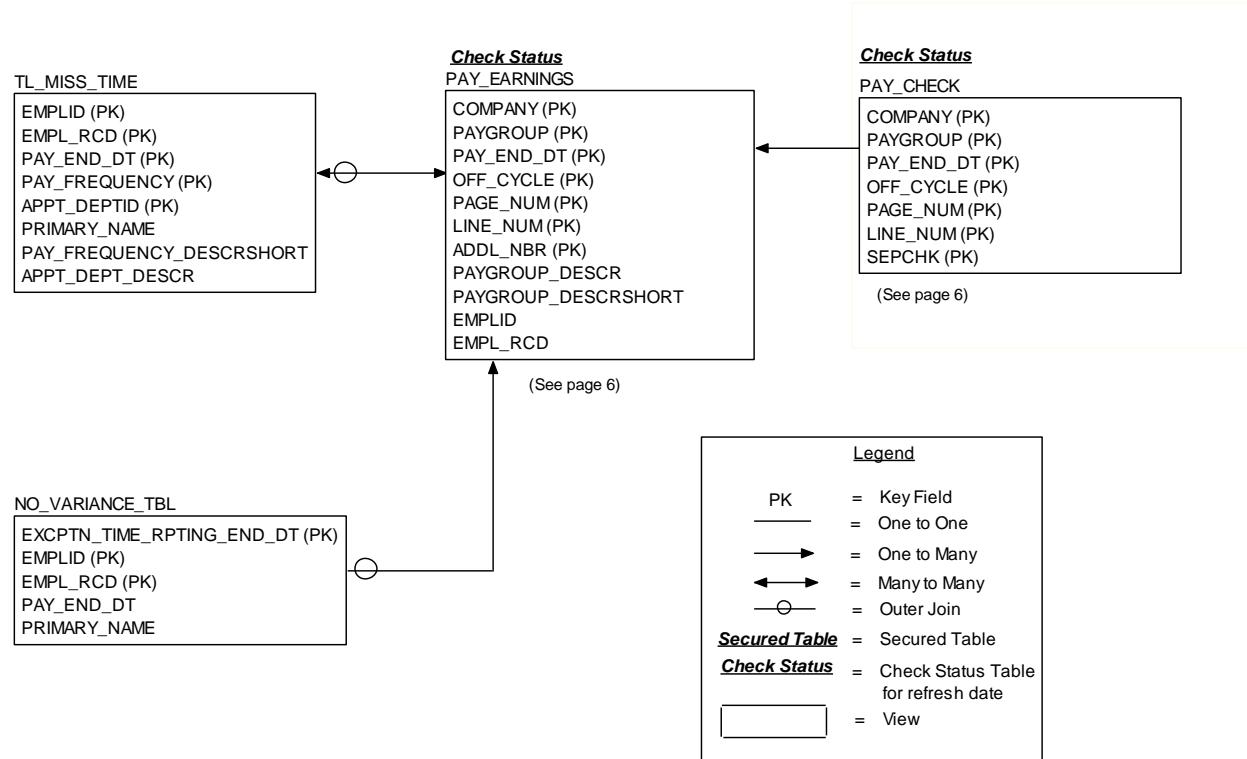


Click for a detailed [description of the joins used between tables](#).

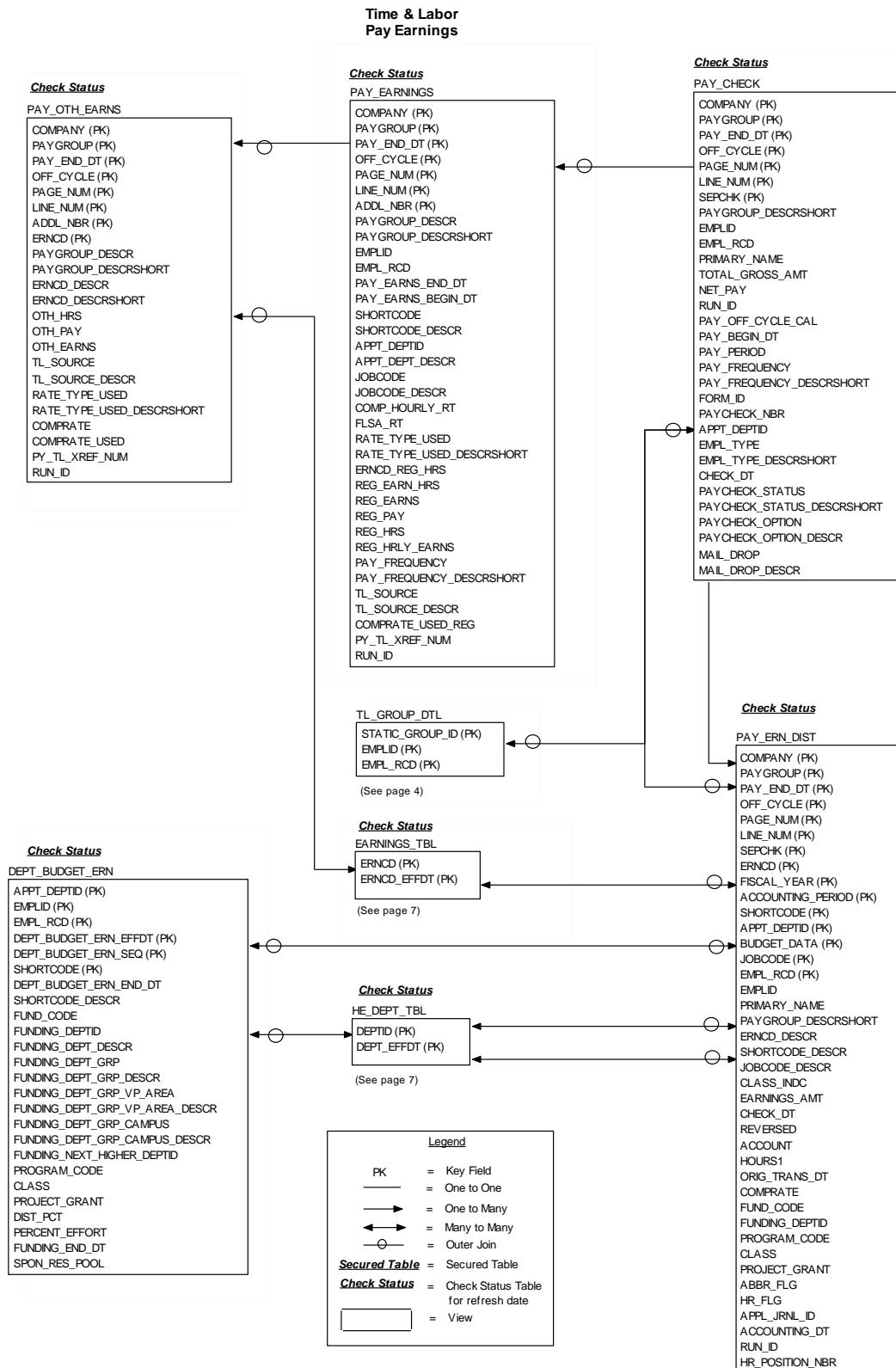


Click for a detailed [description of the joins used between tables.](#)

### TL No Variance and Missing Time

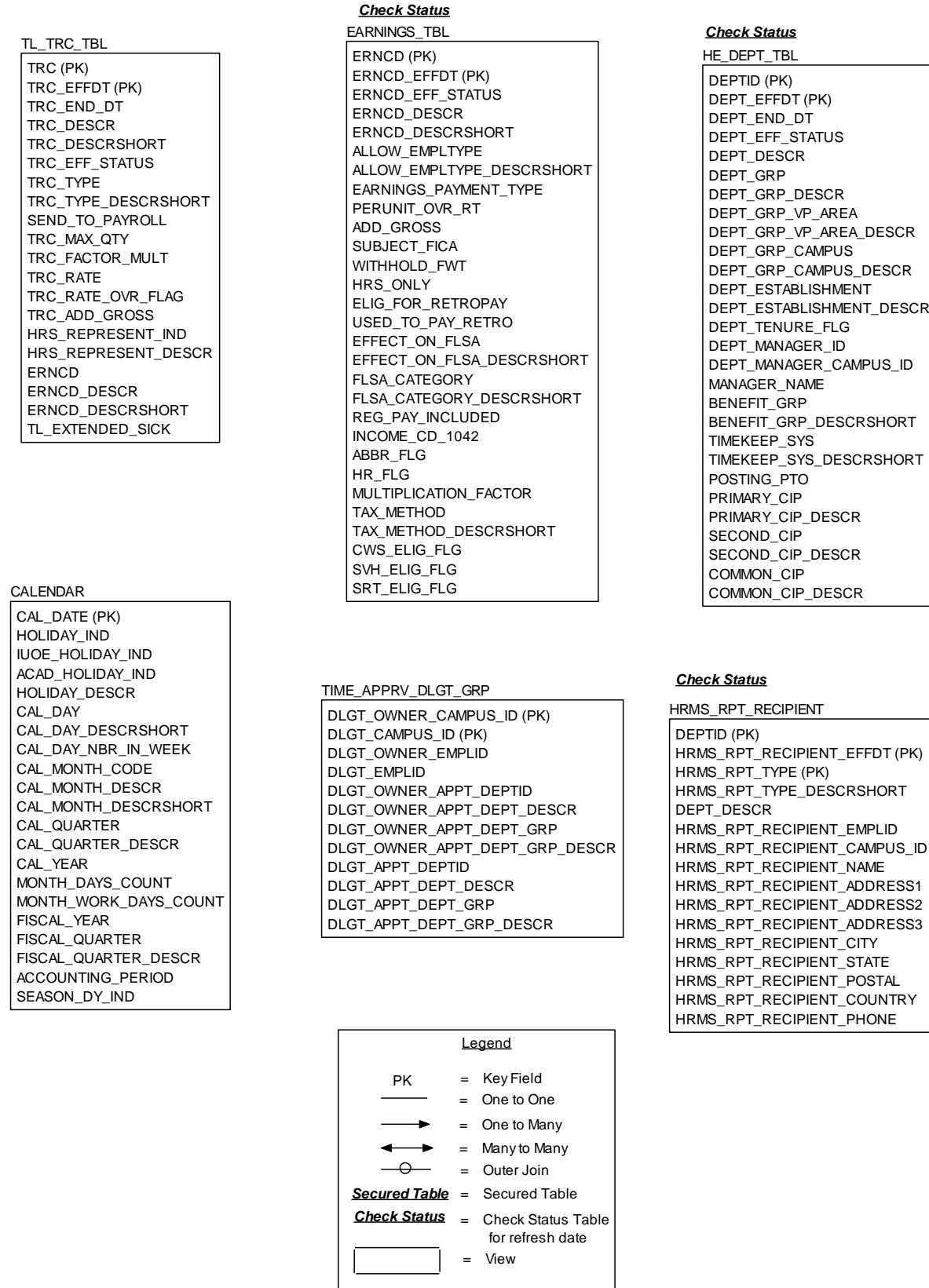


Click for a detailed [description of the joins used between tables.](#)



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

### Standalone



# Time and Labor Tables Description

The Time and Labor Tables Description provides the following information for each table in the U-M Data Warehouse Time and Labor 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
CALENDAR	Calendar	M_TLDW1	Information about calendar date.
DEPT_BUDGET_ERN	Department Budget Earnings	M_HRDW1	Information about the distribution, across shortcodes, of job compensation, including overtime.
EARNINGS_TBL	Earnings Table	M_PYDW1	Information about how earnings are calculated and taxed.
HE_DEPT_TBL	Higher Education Department	M_HRDW1	Historical characteristics of departments, such as department name. This table includes Human Resource specific information as well, such as benefit group and timekeeping system information.
HRMS_RPT_RECIPIENT	Human Resource Management Systems Report Recipient	M_HRDW1	The name and delivery address where a department's Human Resource Management Systems (HRMS) reports, such as gross pay register, and personnel reports, are delivered.
JOB	Job	M_TLDW1	Characteristics and history of employee jobs, such as begin and end dates and compensation rates. An employee can have multiple simultaneous jobs.
NO_VARIANCE_TBL	No Variance Table	M_TLDW1	Information about time periods when an employee had no deviation from their normal work schedule.
PAY_CHECK	Pay Check	M_PYDW1	Summary information of the outcome of the payroll confirmation process. It contains paycheck information by individual including pay period identification fields, name and total gross and net amounts.
PAY_EARNINGS	Pay Earnings	M_PYDW1	The standard regular earnings from Job Data.
PAY_ERN_DIST	Pay Earnings Distribution	M_PYDW1	Employee's gross earnings distribution across shortcodes.
PAY_OTH_EARNNS	Pay Other Earnings	M_PYDW1	All other earnings in addition to the standard regular earnings from Job Data.
TIME_APPRV_DLGT_GRP	Time Approval Delegate Group	M_TLDW1	Contains information about the supervisors (delegate owners) responsible for approving employees time and persons (delegates) given authority to act on the delegate owner's behalf to approve time.
TL_EMPL_DATA	Time and Labor Employee Data	M_TLDW1	Employee enrollment effective dates and employee status in time and labor reporting groups such as paygroup, workgroup, and taskgroup.
TL_EMPL_PGM	Time and Labor Employee Program	M_TLDW1	Information about employee's program used to determine which leave program they will have for time off including eligibility dates and next renewal dates.
TL_GROUP_DTL	Time and Labor Group Detail	M_TLDW1	Information about specific employees assigned to a static group within time and labor.
TL_LEAVE_DATA	Time and Labor Leave Data	M_TLDW1	Information about employees's time off usage, accruals, adjustments and balance, including near max and missing time flag information.
TL_LEAVE_PLAN	Time and Labor Leave Plan	M_TLDW1	Information about employee's time off plans. For example: vacation, PTO, sick, extended sick, etc.

Physical Table Name	Logical Table Name	Data Set Locations	Table Description
TL_LVACR_GRND	Time and Labor Leave Accrual Grandfathered	M_TLDW1	Information about employees who were grandfathered into existing time off plans. The term grandfathered means a change was made to a group of employees that affected their leave program and/or leave plans, and an exception was made for individual employees by using this grandfathered flag.
TL_MISS_TIME	Time and Labor Missing Time	M_TLDW1	Information about time not being reported for an employee for a given pay period.
TL_PAYABLE_TIME	Time and Labor Payable Time	M_TLDW1	Information about how employees will be paid for reported time after that time has been processed by Time Administration. This table contains data for the current month and the prior 24 months.
TL_RPTD_TIME	Time and Labor Reported Time	M_TLDW1	Information about how employees's time was reported. This table contains data for the current month and the prior 24 months.
TL_TRC_TBL	Time and Labor Time Reporting Code Table	M_TLDW1	Information about Time Reporting Codes (TRC) including which matching earn code goes with the TRC.
TL_TSKPRF_DETL	Time and Labor Task Profile Detail	M_TLDW1	Information about time and labor task profiles including the distribution of funds for an individual including short codes and allocation amounts.
TL_WRKGRP_TBL	Time and Labor Workgroup Table	M_TLDW1	Information about groups of employees that have similar work rules, time reporting codes and holiday schedules.
TLSTATUS	Time and Labor Tables Status	M_TLDW1	Status of the update schedule for the Time and Labor tables.

# Time and Labor Data Element Dictionary

The Time and Labor Data Element Dictionary contains all the elements found in the U-M Data Warehouse Time and Labor 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
ABBR_FLG	Annual Base Benefits Rate Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL PAY_ERN_DIST	A code indicating whether the earnings code adds to the Annual Base Benefits Rate.	Example of valid values: Y = Yes; N = No
ACAD_HOLIDAY_IND	Academic Holiday Indicator	VARCHAR2	1	M_TLDW1	CALENDAR	A code indicating whether a specific date is recognized as an academic holiday.	Example of valid values: Y = Yes; N = No
ACCOUNT	Account Code	VARCHAR2	6	M_PYDW1	PAY_ERN_DIST	A code used to record and summarize financial transactions such as assets, liabilities, fund balances,	Example of valid values: 122100 = Accounts & Notes Receivable; 615020 = Postage/ Mailing; SHR = Investment Shares

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						revenues, expenses, statistics or budget accounts.	
ACCOUNTING_DT	Accounting Date	DATE		M_PYDW1	PAY_ERN_DIST	The accounting date associated with the transaction.	Example of valid values: 01/01/1999
ACCOUNTING_PERIOD	Accounting Period Code	NUMBER	3	M_PYDW1	PAY_ERN_DIST	A code used to identify the university accounting period which represents a fiscal calendar month.	Example of valid values: 3; 4; 9;
ACCOUNTING_PERIOD	Accounting Period Code	NUMBER	3	M_TLDW1	CALENDAR	A code used to identify the university accounting period which represents a fiscal calendar month.	Example of valid values: 3; 4; 9;
ADD_GROSS	Add to Gross Pay Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code indicating whether the earnings code adds to gross pay.	Example of valid values: Y = Yes; N = No
ADDL_NBR	Additional Pay Line Number	NUMBER	3	M_PYDW1	PAY_EARNINGS PAY_OTH_EARNS	A system assigned number which uniquely identifies pay other earnings entries.	Example of valid values: 1; 2; 3
ALLOCATION_AMT	Allocation Amount	NUMBER	11,6	M_TLDW1	TL_TSKPRF_DETL	The percentage of the appointment that is to be disbursed to the shortcode.	Example of valid values: 20; 50; 100
ALLOW_EMPLTYPE	Allowable Employee Type Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code representing the type of employee to which an earnings code applies.	Example of valid values: A = All Types Allowable; H = Hourly and Exception Hourly; S = Salary
ALLOW_EMPLTYPE_DESCRSHORT	Allowable Employee Type Short Description	VARCHAR2	10	M_PYDW1	EARNINGS_TBL	An abbreviated textual description of the code representing the type of employee to which an earnings code applies.	Example of valid values: All; Hourly; Salaried
ANNL_BENEF_BASE_RT	Annual Benefits Base Rate	NUMBER	14,2	M_TLDW1	JOB	A number indicating the salary used for benefits. It is system populated based on all eligible compensation rates and additional pay.	Example of valid values: 0.00; 63,043.31; 100,760.00
APPL_JRNL_ID	Journal Template	VARCHAR2	10	M_PYDW1	PAY_ERN_DIST	A value indicating the type of transaction creating the accounting entries. This identifies the transaction source and pay frequency.	Example of valid values: PYBIWEEKLY; PYMONTHLY; PYWEEKLY
APPRV_PRCS_DTTM	Approval Process Date and Time	DATE		M_TLDW1	TL_PAYABLE_TIME	The date and time at which a specific process was approved.	Example of valid values: 10/26/1999 04:26 PM
APPT_DEPT_DESCR	Appointing Department Description	VARCHAR2	30	M_PYDW1	PAY_EARNINGS	A textual description of the code indicating the department which is granting	Example of valid values: Physics Department; College of Lit, Science & Arts; UMH Administration

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						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.	
APPT_DEPT_DESCR	Appointing Department Description	VARCHAR2	30	M_TLDW1	JOB TL_MISS_TIME	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.	Example of valid values: Physics Department; College of Lit, Science & Arts; UMH Administration
APPT_DEPT_GRP	Appointing Department Group Code	VARCHAR2	20	M_TLDW1	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.	Example of valid values: COLLEGE_OF_LS&A; MEDICAL SCHOOL; UM_HOSPITAL
APPT_DEPT_GRP_CAMPUS	Appointing Department Group Campus Code	VARCHAR2	20	M_TLDW1	JOB	A code indicating the campus of the employee's appointing department.	Example of valid values: UM_ANN-ARBOR; UM_DEARBORN; UM_FLINT
APPT_DEPT_GRP_CAMPUS_DESCR	Appointing Department Group Campus Description	VARCHAR2	30	M_TLDW1	JOB	A textual description of the code indicating the campus of the employee's appointing department.	Example 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_TLDW1	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.	Example 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_TLDW1	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.	Example 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_TLDW1	JOB	A textual description of the code indicating the vice	Example of valid values: Provost & Exec VP Academic Aff; VP for

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
SCR	Vice President Area Description					presidential area of the employee's appointing department by President, Vice President, or Chancellor, based on direct reporting lines.	Student Affairs; Exec. VP for Medical Affairs
APPT_DEPTID	Appointing Department Identification Code	VARCHAR2	10	M_HRDW1	DEPT_BUDGET_ERN	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.	Example of valid values: 184500 = Physics Department; 170000 = College of Lit, Science & Arts; 311679 = UMH Administration
APPT_DEPTID	Appointing Department Identification Code	VARCHAR2	10	M_PYDW1	PAY_CHECK PAY_EARNINGS PAY_ERN_DIST	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.	Example of valid values: 184500 = Physics Department; 170000 = College of Lit, Science & Arts; 311679 = UMH Administration
APPT_DEPTID	Appointing Department Identification Code	VARCHAR2	10	M_TLDW1	JOB TL_MISS_TIME	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.	Example of valid values: 184500 = Physics Department; 170000 = College of Lit, Science & Arts; 311679 = UMH Administration
APPT_PERIOD	Appointment Period Code	VARCHAR2	1	M_TLDW1	JOB	A code describing the time period associated with the full time rate for an appointment.	Example of valid values: 4 = U-Year AA; B = Biweekly; H = Half Term; 7 = 12 Months
APPT_PERIOD_DESCR	Appointment Period Description	VARCHAR2	30	M_TLDW1	JOB	A textual description of the code describing the time period associated with the full time rate for an appointment.	Example of valid values: U-Year Ann Arbor (9/12); Biweekly; Half Contract Term; Per 12 Months
APPT_PERIOD_DESCRSHORT	Appointment Period Short Description	VARCHAR2	10	M_TLDW1	JOB	An abbreviated textual description of the code describing the time period associated with the full time rate for an appointment.	Example of valid values: U-Year AA; Biweekly; Half Term; 12 Months
BENEFIT_GRP	Benefit Group Code	VARCHAR2	1	M_HRDW1	HE_DEPT_TBL	A code indicating whether a department is considered a hospital department for benefits purposes.	Example of valid values: H = Hospital; O = Other

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
BENEFIT_GRP_DESCRSHORT	Benefit Group Short Description	VARCHAR2	10	M_HRDW1	HE_DEPT_TBL	An abbreviated textual description of the code indicating whether a department is considered a hospital department for benefits purposes.	Example of valid values: Hospital; Other
BUDGET_DATA	Budget Data	VARCHAR2	50	M_PYDW1	PAY_ERN_DIST	A text field which combines the account, appointing department identification number, jobcode and employment record number to help uniquely identify a row.	Example of valid values: 556300 753000 510300 00000000; 510200 753000 259000 00000000; 590000 00000000
CAL_DATE	Calendar Date	DATE		M_TLDW1	CALENDAR	The numerical representation of a specific day based on the Gregorian Calendar. In the format MM/DD/CCYY.	Example of valid values: 01/01/1999
CAL_DAY	Calendar Day Code	VARCHAR2	3	M_TLDW1	CALENDAR	A code representing the day of the week.	Example of valid values: Mon; Tue; Sat
CAL_DAY_DESCRSHORT	Calendar Day Short Description	VARCHAR2	10	M_TLDW1	CALENDAR	An abbreviated textual description of the code representing the day of the week.	Example of valid values: Monday; Tuesday; Saturday
CAL_DAY_NBR_IN_WEEK	Calendar Day Number In Week	NUMBER	1	M_TLDW1	CALENDAR	A number representing the order of a day in a week.	Example of valid values: 1 = Sunday; 2 = Monday; 3 = Tuesday
CAL_MONTH_CODE	Calendar Month Code	VARCHAR2	2	M_TLDW1	CALENDAR	A code representing the calendar month.	Example of valid values: 07 = July; 08 = August; 12 = December
CAL_MONTH_DESCR	Calendar Month Description	VARCHAR2	30	M_TLDW1	CALENDAR	The name of the calendar month.	Example of valid values: July; August; December
CAL_MONTH_DESCRSHORT	Calendar Month Short Description	VARCHAR2	10	M_TLDW1	CALENDAR	The abbreviated name of the calendar month.	Example of valid values: Jul; Aug; Dec
CAL_QUARTER	Calendar Quarter Code	VARCHAR2	3	M_TLDW1	CALENDAR	A code representing the quarter in relation to calendar year.	Example of valid values: CQ1 = 1st Qtr (Jan-Mar); CQ2 = 2nd Qtr (Apr-June); CQ3 = 3rd Qtr (July-Sept); CQ4 = 4th Qtr (Oct-Dec)
CAL_QUARTER_DESCR	Calendar Quarter Code Description	VARCHAR2	30	M_TLDW1	CALENDAR	A textual description of the code representing the quarter in relation to calendar year.	Example of valid values: 1st Qtr (Jan-Mar); 2nd Qtr (Apr-June); 3rd Qtr (July-Sept); 4th Qtr (Oct-Dec)
CAL_YEAR	Calendar Year	VARCHAR2	4	M_TLDW1	CALENDAR	A number representing the year beginning January 1 and ending December 31 in the format of CCYY.	Example of valid values: 1998; 1999; 2000
CHECK_DT	Paycheck Issue Date	DATE		M_PYDW1	PAY_CHECK PAY_ERN_DIST	The date on which the funds are either debited or credited on an actual account for	Example of valid values: 01/01/1998

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						payroll purposes. This represents the paydate.	
CLASS	Class Code	VARCHAR2	5	M_HRDW1	DEPT_BUDGET_ERN	A code used to group related activities directed towards the accomplishment of a set of common identifiable objectives or purposes.	Example of valid values: 11000 = General Academic Instruction; 21000= Departmental Research; 72000 = Utilities; 1100x = Gen Acad Instr-ICRX
CLASS	Class Code	VARCHAR2	5	M_PYDW1	PAY_ERN_DIST	A code used to group related activities directed towards the accomplishment of a set of common identifiable objectives or purposes.	Example of valid values: 11000 = General Academic Instruction; 21000= Departmental Research; 72000 = Utilities; 1100x = Gen Acad Instr-ICRX
CLASS_INDC	Classified/ Unclassified Indicator Code	VARCHAR2	1	M_PYDW1	PAY_ERN_DIST	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').	Example of valid values: A = Actg Appt; C = Regular; O = Over load; S = Summer; T = Temporary
CLASS_INDC	Classified/ Unclassified Indicator Code	VARCHAR2	1	M_TLDW1	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').	Example of valid values: A = Actg Appt; C = Regular; O = Over load; S = Summer; T = Temporary
CLASS_INDC_DESCRSHORT	Classified/ Unclassified Indicator Short Description	VARCHAR2	10	M_TLDW1	JOB	An abbreviated 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').	Example of valid values: Actg Appt; Regular; Over load; Summer; Temporary
COMMON_CIP	Common Classification Of Instructional Programs Code	VARCHAR2	13	M_HRDW1	HE_DEPT_TBL	A code representing the tertiary classification used in governmental reporting of the specific academic field associated with a department.	Example of valid values: 54.0101 = History, General; 13.1314 = Physical Education Teaching an; 25.0101 = Library Science/Librarianship
COMMON_CIP_DESCR	Common Classification Of Instructional Programs Description	VARCHAR2	30	M_HRDW1	HE_DEPT_TBL	A textual description of the code representing the tertiary classification used in governmental reporting of the specific academic field	Example of valid values: History, General; Physical Education Teaching an; Library Science/Librarianship

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						associated with a department.	
COMP_ANNUAL_RT	Compensation Annual Rate	NUMBER	14,2	M_TLDW1	JOB	A system calculated number based on compensation rate, compensation frequency, and standard hours indicating the annual base compensation rate for a specific employee appointment.	Example of valid values: 0.00; 45,048.00; 337,030.00
COMP_FREQUENCY	Compensation Frequency Code	VARCHAR2	1	M_TLDW1	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.	Example of valid values: A= Annual; H = Hourly; B = Biweekly
COMP_FREQUENCY_DESCRSHORT	Compensation Frequency Short Description	VARCHAR2	10	M_TLDW1	JOB	An abbreviated textual description of the code indicating how the compensation rate is expressed.	Example of valid values: Annual; Hourly; Biweekly
COMP_HOURLY_RT	Compensation Hourly Rate	NUMBER	18,6	M_PYDW1	PAY_EARNINGS	A system calculated number indicating the hourly compensation rate for a specific employee appointment.	Example of valid values: 0.000000; 23.654500; 101.019231
COMP_HOURLY_RT	Compensation Hourly Rate	NUMBER	18,6	M_TLDW1	JOB	A system calculated number indicating the hourly compensation rate for a specific employee appointment.	Example of valid values: 0.000000; 23.654500; 101.019231
COMP_MONTHLY_RT	Compensation Monthly Rate	NUMBER	18,3	M_TLDW1	JOB	A system calculated number indicating the monthly compensation rate for a specific employee appointment.	Example of valid values: 0.000; 4100.113; 17510.000
COMPANY	Company Code	VARCHAR2	3	M_PYDW1	PAY_CHECK PAY_EARNINGS PAY_ERN_DIST PAY_OTH_EARN	A code representing an entity identified by a Federal Employer Identification Number.	Example of valid values: STR = Stdnt Rfnd ; UOM = Univ of Michigan
COMP RATE	Compensation Rate	NUMBER	14,2	M_PYDW1	PAY_ERN_DIST PAY_OTH_EARN	A number representing the base compensation received by an employee for a job.	Example of valid values: 0.00; 934.52; 50,047.00; 573,681.68
COMP RATE	Compensation Rate	NUMBER	14,2	M_TLDW1	JOB	A number representing the base compensation received by an employee for a job.	Example of valid values: 0.00; 934.52; 50,047.00; 573,681.68

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
COMP RATE_USED	Compensation Rate Used	NUMBER	18,6	M_PYDW1	PAY_OTH_EARNS	The hourly compensation rate used to calculate dollars for earnings code quantities. For example, shift time will have a smaller COMP RATE_USED value than regular time. The PAY_OTHER_EARNS COMP RATE field is a subset of COMP RATE_USED, it only holds the hourly compensation rate for shift and on-call earnings codes.	Example of valid values: 0.00; 1.00; 13.50; 81.20
COMP RATE_USED_REG	Compensation Rate Used for Regular Pay	NUMBER	18,6	M_PYDW1	PAY_EARNINGS	The base hourly compensation rate. Used only in the system for a limited number of cash earnings codes that contain a unit override rate. COMP_HOURLY_RT is a more useful field for reporting purposes.	Example of valid values: 12.00; 15.50; 27.80; 51.00
CONCURRENT_JOB_ID	Concurrent Job Identification Code	VARCHAR2	15	M_TLDW1	JOB	A code made up of employee identification number and employment record number allowing for a count of appointments in a department.	Example of valid values: 255825421; 001435690
COVERAGE_ELECT	Coverage Election Code	VARCHAR2	1	M_TLDW1	TL_LEAVE_PLAN	A code indicating the type of coverage election.	Example of valid values: E = Elect; W = Waive; T = Terminated
COVERAGE_ELECT_DESCRSHORT	Coverage Election Short Description	VARCHAR2	10	M_TLDW1	TL_LEAVE_PLAN	An abbreviated textual description of the code indicating the type of coverage election.	Example of valid values: Elect; Waive; Terminated
COVERAGE_ELECT_DT	Coverage Election Date	DATE		M_TLDW1	TL_LEAVE_PLAN	The date on which a coverage election is made.	Example of valid values: 09/09/2005
CWS_ELIG_FLG	College Work Study Eligibility Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code indicating whether the earnings code will be eligible for the college work study subsidy.	Example of valid values: Y = Yes; N = No
DATE_UNDER_REPORT	Time Under Report Date	DATE		M_TLDW1	TL_PAYABLE_TIME TL_RPTD_TIME	The date for which a specific time and labor time reporting code and hours or dollars was submitted.	Example of valid values: 3/31/2006; 4/30/2006
DEPT_BUDGET_ERN_EFFDT	Department Budget Earnings Effective Date	DATE		M_HRDW1	DEPT_BUDGET_ERN	The date on which the distribution of job compensation across	Example of valid values: 12/03/2001

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						shortcode(s) becomes effective.	
DEPT_BUDGET_ERN_END_DT	Department Budget Earnings End Date	DATE		M_HRDW1	DEPT_BUDGET_ERN	The last date on which the department budget earnings row is effective. September 9, 3999 represents that the distribution of job compensation across shortcode(s) is open-ended.	Example of valid values: 10/15/2001
DEPT_BUDGET_ERN_SEQ	Department Budget Earnings Sequence Number	NUMBER	2	M_HRDW1	DEPT_BUDGET_ERN	A system assigned number, which in combination with the appointing department identification number, employee identification number, employment record number, and effective date identifies a unique department budget earnings row.	Example of valid values: 0; 1; 2; 3
DEPT_DESCR	Department Name	VARCHAR2	30	M_HRDW1	HE_DEPT_TBL HRMS_RPT_RECIPIENT	A textual description of the code that identifies each academic or administrative unit that has programmatic, operational and fiscal (including budgetary) responsibility.	Example of valid values: Physics Department; College of Lit, Science & Arts; UMH Administration
DEPT_EFF_STATUS	Department Effective Status Code	VARCHAR2	1	M_HRDW1	HE_DEPT_TBL	A code specifying the current status of a U of M department.	Example of valid values: A = Active; I = Inactive
DEPT_EFFDT	Department Effective Date	DATE		M_HRDW1	HE_DEPT_TBL	The date when the department status becomes effective.	Example of valid values: 01/01/1998
DEPT_END_DT	Department End Date	DATE		M_HRDW1	HE_DEPT_TBL	The last date on which the department status is effective. September 9, 3999 represents that the department status is open-ended.	Example of valid values: 01/01/1999
DEPT_ESTABLISHMENT	Department Establishment Code	VARCHAR2	12	M_HRDW1	HE_DEPT_TBL	A code representing the department location.	Example of valid values: AA = Univ of Michigan - Ann Arbor; FLNT = Univ of Michigan - Flint; DRBN = Univ of Michigan - Dearborn; UMICH = Univ of Michigan - Hospital
DEPT_ESTABLISHMENT_DESCR	Department Establishment Description	VARCHAR2	30	M_HRDW1	HE_DEPT_TBL	A textual description of the code representing the department location.	Example of valid values: Univ of Michigan - Ann Arbor; Univ of Michigan - Flint; Univ of Michigan -

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
							Dearborn; Univ of Michigan - Hospital
DEPT_GRP	Department Group Code	VARCHAR2	20	M_HRDW1	HE_DEPT_TBL	A code used to group U of M departments for reporting purposes. This code is used to group U of M schools, colleges, administrative areas, and vice presidential areas.	Example of valid values: COLLEGE_OF_LS&A; MEDICAL SCHOOL; UM_HOSPITAL
DEPT_GRP_CAMPUS	Department Group Campus Code	VARCHAR2	20	M_HRDW1	HE_DEPT_TBL	A code used to identify department groups by campus.	Example of valid values: UM_ANN-ARBOR; UM_DEARBORN; UM_FLINT
DEPT_GRP_CAMPUS_DESCR	Department Group Campus Description	VARCHAR2	30	M_HRDW1	HE_DEPT_TBL	A textual description of the code used to identify department groups by campus.	Example of valid values: Univ of Mich-Ann Arbor; Univ of Mich-Dearborn; Univ of Mich-Flint
DEPT_GRP_DESCR	Department Group Description	VARCHAR2	30	M_HRDW1	HE_DEPT_TBL	A textual description of the code used to group U of M departments for reporting purposes. This description is used to group U of M schools, colleges, administrative areas, and vice presidential areas.	Example of valid values: College of Lit, Science and Arts; Medical School; U of M Hospital
DEPT_GRP_VP_AREA	Department Group Vice President Area Code	VARCHAR2	20	M_HRDW1	HE_DEPT_TBL	A code used to group department groups by President, Vice President, or Chancellor, based on direct reporting lines.	Example of valid values: PRVST_EXC_VP_ACA_AFF; VP_STUDENT_AFFAIRS; EXC_VP_MED_AFF
DEPT_GRP_VP_AREA_DESCR	Department Group Vice President Area Description	VARCHAR2	30	M_HRDW1	HE_DEPT_TBL	A textual description of the code used to group department groups by President, Vice President, or Chancellor, based on direct reporting lines.	Example of valid values: Provost & Exec VP Academic Aff; VP for Student Affairs; Exec. VP for Medical Affairs
DEPT_MANAGER_CAMPUS_ID	Department Manager Campus Identification Code	VARCHAR2	16	M_HRDW1	HE_DEPT_TBL	The U of M unique name assigned to a person in a department who receives financial reports such as Statement of Activity.	Example of valid values: jsmith; anndoe
DEPT_MANAGER_ID	Department Manager Identification Code	VARCHAR2	11	M_HRDW1	HE_DEPT_TBL	A system assigned number used to uniquely identify a person in a department who receives financial reports such as Statement of Activity.	Example of valid values: 25582542
DEPT_TENURE_FLG	Department Tenure	VARCHAR2	1	M_HRDW1	HE_DEPT_TBL	A code indicating whether a	Example of valid values: 25582542

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Flag					department is a tenure granting department.	
DEPTID	Department Identification Code	VARCHAR2	10	M_HRDW1	HE_DEPT_TBL HRMS_RPT_RECIPIENT	A code that identifies each academic or administrative unit that has programmatic, operational and fiscal (including budgetary) responsibility.	Example of valid values: 25582542
DIST_PCT	Distribution Percentage	NUMBER	6,3	M_HRDW1	DEPT_BUDGET_ERN	The percentage of an employee's compensation rate that is distributed to a specific shortcode for payment.	Example of valid values: 25582542
DLGT_APPT_DEPT_DESCR	Delegate Primary Appointing Department Name	VARCHAR2	30	M_TLDW1	TIME_APPRV_DLGT_GRP	A textual description of the code representing 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. This is the primary appointing department of the delegate.	Example of valid values: Physics Department; College of Lit, Science & Arts; UMH Administration
DLGT_APPT_DEPT_GRP	Delegate Primary Appointing Department Group Code	VARCHAR2	20	M_TLDW1	TIME_APPRV_DLGT_GRP	A code representing 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. This is the primary appointing department group of the delegate.	Example of valid values: COLLEGE_OF_LS&A; MEDICAL SCHOOL; UM_HOSPITAL
DLGT_APPT_DEPT_GRP_DESCR	Delegate Primary Appointing Department Group Description	VARCHAR2	30	M_TLDW1	TIME_APPRV_DLGT_GRP	A textual description of the code representing 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. This is the primary appointing department group of the delegate.	Example of valid values: College of Lit, Science and Arts; Medical School; U of M Hospital

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
DLGT_APPT_DEPTID	Delegate Primary Appointing Department Identification Code	VARCHAR2	10	M_TLDW1	TIME_APPRV_DLGT_GRP	A code representing 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. This is the primary appointing department of the delegate.	Example of valid values: 184500 = Physics Department; 170000 = College of Lit, Science & Arts; 311679 = UMH Administration
DLGT_CAMPUS_ID	Delegate Campus Identification Code	VARCHAR2	8	M_TLDW1	TIME_APPRV_DLGT_GRP	The U of M uniqname assigned to the person given authority to act on the delegate owner's behalf to approve time.	Example of valid values: jsmith; anndoe
DLGT_EMPLID	Delegate Employee Identification Code	VARCHAR2	11	M_TLDW1	TIME_APPRV_DLGT_GRP	A system assigned number used to uniquely identify the person given authority to act on the delegate owner's behalf to approve time.	Example of valid values: 25582542
DLGT_OWNER_APPT_DEPT_DESCR	Delegate Owner Primary Appointing Department Name	VARCHAR2	30	M_TLDW1	TIME_APPRV_DLGT_GRP	A textual description of the code representing 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. This is the primary appointing department of the delegate owner.	Example of valid values: Physics Department; College of Lit, Science & Arts; UMH Administration
DLGT_OWNER_APPT_DEPT_GRP	Delegate Owner Primary Appointing Department Group Code	VARCHAR2	20	M_TLDW1	TIME_APPRV_DLGT_GRP	A code representing 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. This is the primary appointing department group of the delegate owner.	Example of valid values: COLLEGE_OF_LS&A; MEDICAL SCHOOL; UM_HOSPITAL
DLGT_OWNER_APPT_DEPT_GRP_DESCR	Delegate Owner Primary Appointing Department Group Description	VARCHAR2	30	M_TLDW1	TIME_APPRV_DLGT_GRP	A textual description of the code representing the department group of the employee's appointing	Example of valid values: College of Lit, Science and Arts; Medical School; U of M Hospital

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						department. This code is used to group U of M schools, colleges, administrative areas, and vice presidential areas. This is the primary appointing department group of the delegate owner.	
DLGT_OWNER_APPT_DEPTID	Delegate Owner Primary Appointing Department Identification Code	VARCHAR2	10	M_TLDW1	TIME_APPRV_DLGT_GRP	A code representing 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. This is the primary appointing department of the delegate owner.	Example of valid values: 184500 = Physics Department; 170000 = College of Lit, Science & Arts; 311679 = UMH Administration
DLGT_OWNER_CAMPUS_ID	Delegate Owner Campus Identification Code	VARCHAR2	8	M_TLDW1	TIME_APPRV_DLGT_GRP	The U of M uniqname assigned to the supervisor responsible for approving employees time.	Example of valid values: jsmith; anndoe
DLGT_OWNER_EMPLID	Delegate Owner Employee Identification Code	VARCHAR2	11	M_TLDW1	TIME_APPRV_DLGT_GRP	A system assigned number used to uniquely identify the supervisor responsible for approving employees time.	Example of valid values: 25582542
DW_DATA	Data Warehouse Data	VARCHAR2	50	M_TLDW1	TLSTATUS	The names of the data warehouse objects that were loaded. These objects could be a data set, a group of tables, or individual tables.	Example of valid values: 25582542
DW_OWNER	Data Warehouse Owner	VARCHAR2	8	M_TLDW1	TLSTATUS	The owner (oracle schema) of the data warehouse objects that were loaded.	Example of valid values: 25582542
EARNINGS_AMT	Earnings Amount	NUMBER	13,2	M_PYDW1	PAY_ERN_DIST	A number representing the dollar amount distributed to an individual by the University for the appropriate pay period.	Example of valid values: 25582542
EARNINGS_PAYMENT_TYPE	Earnings Payment Type Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code used to indicate the type of earnings payment allowed.	Example of valid values: 25582542
EFFECT_ON_FLSA	Effect on Fair Labor Standards Act Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code indicating how Fair Labor Standards Act (FLSA) regulations impact the calculation of the overtime	Example of valid values: 25582542

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
EFFECT_ON_FLSA_DESCRSHORT	Effect on Fair Labor Standards Act Code Short Description	VARCHAR2	10	M_PYDW1	EARNINGS_TBL	rate for an earnings code.	Example of valid values: 25582542
ELIG_FOR_RETROPAY	Eligible for Retro Pay Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code indicating whether the earnings code is eligible for retropay.	Example of valid values: 25582542
EMPL_PGM_EFF_STATUS	Employee Leave Program Effective Status Code	VARCHAR2	1	M_TLDW1	TL_EMPL_PGM	A code specifying the current status of an employee leave program.	Example of valid values: 25582542
EMPL_PGM_EFFDT	Employee Leave Program Effective Date	DATE		M_TLDW1	TL_EMPL_PGM	The date on which the employee leaves program status becomes effective.	Example of valid values: 25582542
EMPL_PGM_END_DT	Employee Leave Program End Date	DATE		M_TLDW1	TL_EMPL_PGM	The last date on which the employee leave program is effective. September 9, 3999 represents that the employee leave program is open-ended.	Example of valid values: 25582542
EMPL_RCD	Employee Record Number	NUMBER	3	M_HRDW1	DEPT_BUDGET_ERN	A system assigned number which along with employee identification number, effective date and effective sequence, identifies an employee's unique job(s).	Example of valid values: 0; 1; 2; 3
EMPL_RCD	Employee Record Number	NUMBER	3	M_PYDW1	PAY_CHECK PAY_EARNINGS PAY_ERN_DIST	A system assigned number which along with employee identification number, effective date and effective sequence, identifies an employee's unique job(s).	Example of valid values: 0; 1; 2; 3
EMPL_RCD	Employee Record Number	NUMBER	3	M_TLDW1	JOB NO_VARIANCE_TBL TL_EMPL_DATA TL_GROUP_DTL TL_MISS_TIME TL_PAYABLE_TIME TL_RPTD_TIME	A system assigned number which along with employee identification number, effective date and effective sequence, identifies an employee's unique job(s).	Example of valid values: 25582542
EMPL_STATUS	Employee Status Code	VARCHAR2	1	M_TLDW1	JOB	A code indicating an employee's status related to a specific job. (HR)	Example of valid values: (HR) A = Active; R = Retired (HRSNAP) A = Active; L = Leave of Absence; P = Leave With Pay
EMPL_STATUS_DESCR	Employee Status	VARCHAR2	30	M_TLDW1	JOB	A textual description of the	Example of valid values: (HR)

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Description					code indicating an employee's status related to a specific job.	Active; Retired (HRSNAP) Active; Leave of Absence; Leave With Pay
EMPL_TYPE	Employee Type Code	VARCHAR2	1	M_PYDW1	PAY_CHECK	A code indicating what type of employee an individual is considered to be related to a specific job.	Example of valid values: E = Excep Hrly; H = Hourly; N = Not Appl ; S = Salaried
EMPL_TYPE	Employee Type Code	VARCHAR2	1	M_TLDW1	JOB	A code indicating what type of employee an individual is considered to be related to a specific job.	Example of valid values: E = Excep Hrly; H = Hourly; N = Not Appl ; S = Salaried
EMPL_TYPE_DESCRSHORT	Employee Type Short Description	VARCHAR2	10	M_PYDW1	PAY_CHECK	An abbreviated textual description of the code indicating what type of employee an individual is considered to be related to a specific job.	Example of valid values: Excep Hrly; Hourly; Not Appl ; Salaried
EMPL_TYPE_DESCRSHORT	Employee Type Short Description	VARCHAR2	10	M_TLDW1	JOB	An abbreviated textual description of the code indicating what type of employee an individual is considered to be related to a specific job.	Example of valid values: Excep Hrly; Hourly; Not Appl ; Salaried
EMPLID	Employee Identification Code	VARCHAR2	11	M_HRDW1	DEPT_BUDGET_ERN	A system assigned number to uniquely identify a person at U of M. Commonly referred to as UMID.	Example of valid values: 25582542
EMPLID	Employee Identification Code	VARCHAR2	11	M_PYDW1	PAY_CHECK PAY_EARNINGS PAY_ERN_DIST	A system assigned number to uniquely identify a person at U of M. Commonly referred to as UMID.	Example of valid values: 25582542
EMPLID	Employee Identification Code	VARCHAR2	11	M_TLDW1	JOB NO_VARIANCE_TBL TL_EMPL_DATA TL_EMPL_PGM TL_GROUP_DTL TL_LEAVE_DATA TL_LEAVE_PLAN TL_LVACR_GRND TL_MISS_TIME TL_PAYABLE_TIME TL_RPTD_TIME	A system assigned number to uniquely identify a person at U of M. Commonly referred to as UMID.	Example of valid values: 25582542
ERNCD	Earnings Code	VARCHAR2	3	M_PYDW1	EARNINGS_TBL PAY_ERN_DIST PAY_OTH_EARN	A code identifying the type of pay used to calculate a payroll amount.	Example of valid values: REG = Regular ; SWP = SckWOPay; OTP = OTPrem; HOL = Holiday LTD = Disability; FEL = Fellowship
ERNCD	Earnings Code	VARCHAR2	3	M_TLDW1	TL_PAYABLE_TIME	A code identifying the type of	Example of valid values: REG =

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
					TL_TRC_TBL	pay used to calculate a payroll amount.	Regular ; SWP = SckWOPay; OTP = OTPrem; HOL = Holiday LTD = Disability; FEL = Fellowship
ERNCD_DESCR	Earnings Code Description	VARCHAR2	30	M_PYDW1	EARNINGS_TBL PAY_ERN_DIST PAY_OTH_EARNS	The textual description of the code identifying the type of pay used to calculate a payroll amount.	Example of valid values: Regular ; Sick Without Pay; Overtime 1.5; Holiday; Long Term Disability; Fellowship
ERNCD_DESCR	Earnings Code Description	VARCHAR2	30	M_TLDW1	TL_PAYABLE_TIME TL_TRC_TBL	The textual description of the code identifying the type of pay used to calculate a payroll amount.	Example of valid values: Regular ; Sick Without Pay; Overtime 1.5; Holiday; Long Term Disability; Fellowship
ERNCD_DESCRSHORT	Earnings Code Short Description	VARCHAR2	10	M_PYDW1	EARNINGS_TBL PAY_OTH_EARNS	An abbreviated textual description of the code identifying the type of pay used to calculate a payroll amount.	Example of valid values: Regular ; SckWOPay; OTPrem; Holiday; Disability; Fellowship
ERNCD_DESCRSHORT	Earnings Code Short Description	VARCHAR2	10	M_TLDW1	TL_PAYABLE_TIME TL_TRC_TBL	An abbreviated textual description of the code identifying the type of pay used to calculate a payroll amount.	Example of valid values: Regular ; SckWOPay; OTPrem; Holiday; Disability; Fellowship
ERNCD_EFF_STATUS	Earnings Code Effective Status Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code specifying the current status of an earnings code.	Example of valid values: A = Active; I = Inactive
ERNCD_EFFDT	Earnings Code Effective Date	DATE		M_PYDW1	EARNINGS_TBL	The effective date of an earnings code.	Example of valid values: 01/01/1999
ERNCD_REG_HRS	Earnings Code Regular Hours Code	VARCHAR2	3	M_PYDW1	PAY_EARNINGS	A code identifying the earnings code used to calculate the regular pay portion of a payroll amount.	Example of valid values: NGC = Regular; REG = Regular
EXCPTN_TIME_RPTING_END_DT	Exception Time Reporting End Date	DATE		M_TLDW1	NO_VARIANCE_TBL	The end date of the reporting period for which exception time was reported for a monthly employee. For the monthly paygroup (MOR) it is one month behind the PAY_END_DT.	Example of valid values: 3/31/2006; 4/30/2006
EXTRACT_DT	Extract Date	DATE		M_TLDW1	TLSTATUS	The date and time at which the data was extracted from the source system.	Example of valid values: 07/22/2000
FISCAL_QUARTER	Fiscal Quarter Code	VARCHAR2	3	M_TLDW1	CALENDAR	A code representing the quarter, in relation to a fiscal year.	Example of valid values: Q1 = 1st Qtr (July-Sept); Q2 = 2nd Qtr (Oct-Dec); Q3 = 3rd Qtr (Jan-Mar); Q4 = 4th Qtr (Apr-June)
FISCAL_QUARTER_DESCR	Fiscal Quarter Description	VARCHAR2	30	M_TLDW1	CALENDAR	A textual description of the code representing the quarter, in relation to a fiscal	Example of valid values: 1st Qtr (July-Sept); 2nd Qtr (Oct-Dec); 3rd Qtr (Jan-Mar); 4th Qtr (Apr-June)

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
FISCAL_YEAR	Fiscal Year	NUMBER	4	M_PYDW1	PAY_ERN_DIST	year.	Example of valid values: 2000; 2001 (PY) 2002; 2003
FISCAL_YEAR	Fiscal Year	NUMBER	4	M_TLDW1	CALENDAR	The U of M fiscal year in the format CCYY. The U of M fiscal year runs from July through June. For example, July 1, 2000-June 30, 2001 is Fiscal Year 2001.	Example of valid values: 2000; 2001 (PY) 2002; 2003
FLSA_CATEGORY	Fair Labor Standards Act Category Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code representing the Fair Labor Standards Act (FLSA) category which an earning code falls into.	Example of valid values: O = Overtime; R = Regular; X = Excluded
FLSA_CATEGORY_DESCRSHORT	Fair Labor Standards Act Category Code Short Description	VARCHAR2	10	M_PYDW1	EARNINGS_TBL	An abbreviated textual description of the code representing whether Fair Labor Standards Act (FLSA) category which an earning code falls into.	Example of valid values: Overtime; Regular; Excluded
FLSA_RT	Fair Labor Standards Act Rate	NUMBER	18,6	M_PYDW1	PAY_EARNINGS	The pay rate used to calculate the portion of a payroll amount that was impacted by Fair Labor Standards Act (FLSA).	Example of valid values: 12.45; 13.77; 29.06
FLSA_STATUS	Fair Labor Standards Act Status Code	VARCHAR2	1	M_TLDW1	JOB	A code that defines groups of JobCodes according to the Fair Labor Standards Act (FLSA), used to administer overtime payments and to trigger some benefits.	Example of valid values: A = Administr; N = Nonexempt; X = No FLSA
FLSA_STATUS_DESCRSHORT	Fair Labor Standards Act Status Short Description	VARCHAR2	10	M_TLDW1	JOB	An abbreviated textual description of the code that defines groups of JobCodes according to the Fair Labor Standards Act (FLSA), used to administer overtime payments and to trigger some benefits.	Example of valid values: Administrative; Nonexempt; No FLSA Required
FORM_ID	Form Identification Code	VARCHAR2	6	M_PYDW1	PAY_CHECK	A code that defines the type of payment form. Can be used to determine if a payment was direct deposited or a physical	Example of valid values: UMADV = Um Payroll Advice Stock; UMCHK = Um Payroll Check Stock

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						check.	
FTE	Full Time Equivalent	NUMBER	7,6	M_TLDW1	JOB	The system calculated percent of effort derived from standard hours for an employee in a job.	Example of valid values: 0.00; 0.3875; 0.36325; 0.170008; 1.00
FUND_CODE	Fund Code	VARCHAR2	5	M_HRDW1	DEPT_BUDGET_ERN	A code used to identify the source of funds and intended use of the funds.	Example of valid values: 10000 = General; 52000 = Auxiliary-Internal Services
FUND_CODE	Fund Code	VARCHAR2	5	M_PYDW1	PAY_ERN_DIST	A code used to identify the source of funds and intended use of the funds.	Example of valid values: 10000 = General; 52000 = Auxiliary-Internal Services
FUNDING_DEPT_DESCR	Funding Department Description	VARCHAR2	30	M_HRDW1	DEPT_BUDGET_ERN	A textual description of the code indicating the department which is responsible for providing this particular funding for a specific job.	Example of valid values: Physics Department; College of Lit, Science & Arts; UMH Administration
FUNDING_DEPT_GRP	Funding Department Group Code	VARCHAR2	20	M_HRDW1	DEPT_BUDGET_ERN	A code indicating the department group of the employee's funding department. This code is used to group U of M schools, colleges, administrative areas, and vice presidential areas.	Example of valid values: COLLEGE_OF_LS&A; MEDICAL SCHOOL; UM_HOSPITAL
FUNDING_DEPT_GRP_CAMPUS	Funding Department Group Campus Code	VARCHAR2	20	M_HRDW1	DEPT_BUDGET_ERN	A code indicating the campus of the employee's funding department.	Example of valid values: UM_ANN-ARBOR; UM_DEARBORN; UM_FLINT
FUNDING_DEPT_GRP_CAMPUS_DESCR	Funding Department Group Campus Description	VARCHAR2	30	M_HRDW1	DEPT_BUDGET_ERN	A textual description of the code indicating the campus of the employee's funding department.	Example of valid values: Univ of Mich-Ann Arbor; Univ of Mich-Dearborn; Univ of Mich-Flint
FUNDING_DEPT_GRP_DESCR	Funding Department Group Description	VARCHAR2	30	M_HRDW1	DEPT_BUDGET_ERN	A textual description of the code indicating the department group of the employee's funding department. This code is used to group U of M schools, colleges, administrative areas, and vice presidential areas.	Example of valid values: College of Lit, Science and Arts; Medical School; U of M Hospital
FUNDING_DEPT_GRP_VP_AREA	Funding Department Group Vice President Area Code	VARCHAR2	20	M_HRDW1	DEPT_BUDGET_ERN	A code indicating the vice presidential area of the employee's funding department by President, Vice President, or Chancellor, based on direct	Example of valid values: PRVST_EXC_VP_ACA_AFF; VP_STUDENT_AFFAIRS; EXC_VP_MED_AFF

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						reporting lines.	
FUNDING_DEPT_GRP_VP_AREA_DESCR	Funding Department Group Vice President Area Description	VARCHAR2	30	M_HRDW1	DEPT_BUDGET_ERN	A textual description of the code indicating the vice presidential area of the employee's funding department by President, Vice President, or Chancellor, based on direct reporting lines.	Example of valid values: Provost & Exec VP Academic Aff; VP for Student Affairs; Exec. VP for Medical Affairs
FUNDING_DEPTID	Funding Department Identification Code	VARCHAR2	10	M_HRDW1	DEPT_BUDGET_ERN	A code indicating the department which is responsible for providing this particular funding for a specific job.	Example of valid values: 184500 = Physics Department 170000 = College of Lit, Science & Arts; 311679 = UMH Administration
FUNDING_DEPTID	Funding Department Identification Code	VARCHAR2	10	M_PYDW1	PAY_ERN_DIST	A code indicating the department which is responsible for providing this particular funding for a specific job.	Example of valid values: 184500 = Physics Department 170000 = College of Lit, Science & Arts; 311679 = UMH Administration
FUNDING_END_DT	Funding End Date	DATE		M_HRDW1	DEPT_BUDGET_ERN	The date on which a department is no longer responsible for providing this particular funding for a specific job except in the case of University Year appointments where the fiscal responsibility extends beyond the Funding End Date represented. September 9, 3999 represents that the funding for a specific job is open-ended.	Example of valid values: 11/17/2001
FUNDING_NEXT_HIGHER_DEPTID	Funding Department Next Higher Department Identification Code	VARCHAR2	10	M_HRDW1	DEPT_BUDGET_ERN	A code representing the department on the department tree one level up from the employee's funding department. This data is based on the Department Security Tree.	Example of valid values: 172200 = LS&A Natural Science Department; 102500 = Off Provost & Exec VP Acad Aff
HOLIDAY_DESCR	Holiday Code Description	VARCHAR2	30	M_TLDW1	CALENDAR	A textual description of the date recognized as a holiday by U of M.	Example of valid values: Memorial Day; Independence Day; Christmas
HOLIDAY_IND	Holiday Indicator	VARCHAR2	1	M_TLDW1	CALENDAR	A code indicating whether a specific date is recognized as a holiday for university employees with the exception of International	Example 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
						Union of Operating Engineers (IUOE) employees.	
HOLIDAY_SCHEDULE	Holiday Schedule Code	VARCHAR2	6	M_TLDW1	TL_WRKGRP_TBL	A code indicating whether a workgroup gets 8 hours of holiday payable time created automatically.	Example of valid values: HOL = Regular Holiday Schedule; IUOE = IUOE Holiday Schedule; NONE = No Holiday Schedule
HOLIDAY_SCHEDULE_DESCR	Holiday Schedule Code Description	VARCHAR2	30	M_TLDW1	TL_WRKGRP_TBL	A textual description of the code indicating whether a workgroup gets 8 hours of holiday payable time created automatically.	Example of valid values: Regular Holiday Schedule; IUOE Holiday Schedule; No Holiday Schedule
HOLIDAY_SCHEDULE_DESCRSHORT	Holiday Schedule Code Short Description	VARCHAR2	10	M_TLDW1	TL_WRKGRP_TBL	An abbreviated textual description of a code indicating whether a workgroup gets 8 hours of holiday payable time created automatically.	Example of valid values: Reg Hol; IUOE Hol; No Hol
HOURS1	Time and Labor Hours 1	NUMBER	9,5	M_PYDW1	PAY_ERN_DIST	The breakdown of hours worked by earn code, shortcode and pay period.	Example of valid values: 0.00000; -8.00000; 15.125
HR_FLG	Human Resource Print Flag Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL PAY_ERN_DIST	A code indicating whether the earnings code will print on the Human Resource Notice of Appointment (NOA).	Example of valid values: Y = Yes; N = No
HR_POSITION_NBR	Human Resource Position Number	VARCHAR2	15	M_PYDW1	PAY_ERN_DIST	Unique Claim Number provided by Work Connections that is assigned to a Workers' Compensation claim within the Work Connections maintained Risk Information System. Claim numbers range in length from 6 to 15 characters containing letters and numbers.	Examples of valid values: 119104; WC2019197446
HRMS_RPT_RECIPIENT_ADDRESS1	Human Resource Management System Report Recipient Address 1	VARCHAR2	55	M_HRDW1	HRMS_RPT_RECIPIENT	The first of three address lines which contain the work address of the person receiving Human Resource Management Systems (HRMS) reports for a department.	Example of valid values: C/O Hospital Financial Service; MATHEMATICS
HRMS_RPT_RECIPIENT_ADDRESS2	Human Resource Management System Report	VARCHAR2	55	M_HRDW1	HRMS_RPT_RECIPIENT	The second of three address lines which contain the work address of the person	Example of valid values: 300Nib Ni7E18; 4858 EAST HALL

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Recipient Address 2					receiving Human Resource Management Systems (HRMS) reports for a department.	
HRMS_RPT_RECIPIENT_ADDRESS3	Human Resource Management System Report Recipient Address 3	VARCHAR2	55	M_HRDW1	HRMS_RPT_RECIPIENT	The third of three address lines which contain the work address of the person receiving Human Resource Management Systems (HRMS) reports for a department. This will be blank for addresses delivered to by Campus Mail.	Example of valid values: 3621 State Street
HRMS_RPT_RECIPIENT_CAMPUS_ID	Human Resource Management System Report Recipient Campus Identification Code	VARCHAR2	16	M_HRDW1	HRMS_RPT_RECIPIENT	The U of M uniqname assigned to a person receiving Human Resource Management Systems (HRMS) reports for a department.	Example of valid values: jsmith; anndoe
HRMS_RPT_RECIPIENT_CITY	Human Resource Management System Report Recipient City	VARCHAR2	30	M_HRDW1	HRMS_RPT_RECIPIENT	The name of the city associated with the work address of the person receiving Human Resource Management Systems (HRMS) reports for a department. This will be blank for addresses delivered to by Campus Mail.	Example of valid values: Ann Arbor
HRMS_RPT_RECIPIENT_COUNTRY	Human Resource Management System Report Recipient Country Code	VARCHAR2	3	M_HRDW1	HRMS_RPT_RECIPIENT	A code representing the country associated with the work address of the person receiving Human Resource Management Systems (HRMS) reports for a department.	Example of valid values: USA = United States
HRMS_RPT_RECIPIENT_EFFECTIVE_DATE	Human Resource Management System Report Recipient Effective Date	DATE		M_HRDW1	HRMS_RPT_RECIPIENT	The date the person in a department is to begin receiving Human Resource Management Systems (HRMS) reports for a department.	Example of valid values: 08/11/2001
HRMS_RPT_RECIPIENT_EMPLID	Human Resource Management System Report Recipient Employee Identification Code	VARCHAR2	11	M_HRDW1	HRMS_RPT_RECIPIENT	A system assigned number used to uniquely identify a person receiving Human Resource Management Systems (HRMS) reports for a department.	Example of valid values: 25582542

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
HRMS_RPT_RECIPIENT_NAME	Human Resource Management System Report Recipient Name	VARCHAR2	50	M_HRDW1	HRMS_RPT_RECIPIENT	The name of the person receiving Human Resource Management Systems (HRMS) reports for a department. This is a person's preferred name, if available; otherwise, this is a person's primary name. Person name format is Last, First Middle.	Example of valid values: Winkeler, John
HRMS_RPT_RECIPIENT_PHONE	Human Resource Management System Report Recipient Phone	VARCHAR2	24	M_HRDW1	HRMS_RPT_RECIPIENT	The work phone number of the person receiving Human Resource Management Systems (HRMS) reports for a department.	Example of valid values: 7348721379
HRMS_RPT_RECIPIENT_POSTAL	Human Resource Management System Report Recipient Postal Code	VARCHAR2	12	M_HRDW1	HRMS_RPT_RECIPIENT	The campus zip of the person receiving Human Resource Management Systems (HRMS) reports for a department.	Example of valid values: 0428; 1109
HRMS_RPT_RECIPIENT_STATE	Human Resource Management System Report Recipient State Code	VARCHAR2	6	M_HRDW1	HRMS_RPT_RECIPIENT	A code representing the state associated with the work address of the person receiving Human Resource Management Systems (HRMS) reports for a department. This will be blank for addresses delivered to by Campus Mail.	Example of valid values: MI = Michigan
HRMS_RPT_TYPE	Human Resource Management System Report Type Code	VARCHAR2	1	M_HRDW1	HRMS_RPT_RECIPIENT	A code indicating the type of Human Resource Management Systems (HRMS) report.	Example of valid values: G = Gross Pay; P = Personnel; T = Time Rpt
HRMS_RPT_TYPE_DESCRSHORT	Human Resource Management System Report Type Short Description	VARCHAR2	10	M_HRDW1	HRMS_RPT_RECIPIENT	An abbreviated description of the code indicating the type of Human Resource Management Systems (HRMS) report.	Example of valid values: Gross Pay Register; Personnel; Time Report
HRS_ONLY	Hours Only Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code indicating whether the earnings code will only pay for hours reported. A value of "Y" indicates that the Earnings Code "Reduces from REG", meaning that it subtracts equivalent REG hours thus keeping the gross amount the same.	Example 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
HRS_REPRESENT_DESCR	Hours Represent Description	VARCHAR2	30	M_TLDW1	TL_TRC_TBL	A textual description of the code indicating whether the earnings code will only pay for hours reported.	Example of valid values: Actual Hours; Compensation Only Hours
HRS_REPRESENT_IND	Hours Represent Indicator	VARCHAR2	1	M_TLDW1	TL_TRC_TBL	A code indicating the type of hours represented by a specific time reporting code	Example of valid values: A = Actual Hours; C = Compensation Only Hours
INCOME_CD_1042	Income Code for 1042-S	VARCHAR2	2	M_PYDW1	EARNINGS_TBL	A code that identifies the income category for 1042 tax reporting.	Example of valid values: 15 = Scholarship/Fellowship Grants; 18 = Teaching; 19 = Studying and Training
IUOE_HOLIDAY_IND	International Union of Operating Engineers Holiday Indicator	VARCHAR2	1	M_TLDW1	CALENDAR	A code indicating whether a specific date is recognized as a holiday for university International Union of Operating Engineers (IUOE) employees.	Example of valid values: Y = Yes; N = No
JOB_ACTION	Job Action Code	VARCHAR2	3	M_TLDW1	JOB	A code indicating the type of action that has occurred related to a job.	Example of valid values: DTA = Data Change; HIR = Hire; PAY = Pay Rate Change
JOB_ACTION_DESCR	Job Action Description	VARCHAR2	30	M_TLDW1	JOB	A textual description of the code indicating the type of action that has occurred related to a job.	Example of valid values: Data Change; Hire; Pay Rate Change
JOB_ACTION_DT	Job Action Date	DATE		M_TLDW1	JOB	The date the action related to a job was entered into the system.	Example of valid values: 08/15/2001
JOB_ACTION_REASON	Job Action Reason Code	VARCHAR2	3	M_TLDW1	JOB	A code providing more detailed information regarding the reason an action occurred related to a job.	Example of valid values: AR7 = Merit; CTR = Effort Change; HIR = New Hire
JOB_ACTION_REASON_DESCR	Job Action Reason Description	VARCHAR2	30	M_TLDW1	JOB	A textual description of the code providing more detailed information regarding the reason an action occurred related to a job.	Example of valid values: Merit; Effort Change; New Hire
JOB_EFFDT	Job Effective Date	DATE		M_TLDW1	JOB	The date on which job related information became effective.	Example of valid values: 08/15/2001
JOB_EFFSEQ	Job Effective Sequence Number	NUMBER	3	M_TLDW1	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.	Example of valid values: 0; 1; 2; 3

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
JOB_END_DT	Job End Date	DATE		M_TLDW1	JOB	The last date on which the job row is effective. September 9, 3999 represents that the job is open-ended.	Example of valid values: 10/15/2001
JOB_FAMILY	Job Family Code	VARCHAR2	6	M_TLDW1	JOB	A code that groups JobCodes with similar classification and compensation structures, benefits plans, and applicable Standard Practice Guide sections.	Example of valid values: 10 = Regular Instructional; 210 = Information Technology; 260 = Patient Care Services
JOB_FAMILY_DESCR	Job Family Description	VARCHAR2	30	M_TLDW1	JOB	A textual description of the code that groups JobCodes with similar classification and compensation structures, benefits plans, and applicable Standard Practice Guide sections.	Example of valid values: Regular Instructional; Information Technology; Patient Care Services
JOB_INDICATOR	Job Indicator Code	VARCHAR2	1	M_TLDW1	JOB	A code indicating whether a specific job is considered the employee's primary or secondary job. An employee's primary job is typically the one in which the employee has the largest appointment effort or hours as of the job effective date. Temporary appointments will always have a job indicator of N = Not Applicable.	Example of valid values: P = Primary Job; S = Secondary Job; N = Not Applicable
JOBCODE	JobCode	VARCHAR2	6	M_PYDW1	PAY_EARNINGS PAY_ERN_DIST	A code indicating a job classification title established by the Office of Human Resource and Affirmative Action.	Example of valid values: 100800 = Chancellor; 201000 = Professor; 240500 = Accountant Assoc
JOBCODE	JobCode	VARCHAR2	6	M_TLDW1	JOB	A code indicating a job classification title established by the Office of Human Resource and Affirmative Action.	Example of valid values: 100800 = Chancellor; 201000 = Professor; 240500 = Accountant Assoc
JOBCODE_BEN_FAMILY	JobCode Benefit Family Code	VARCHAR2	10	M_TLDW1	JOB	A code indicating the benefit family associated with the employee's job code.	Example of valid values: 30 = House Off; 37 = Res Fello 40 = P/A Exempt
JOBCODE_BEN_FAMILY_DESCR	JobCode Benefit Family Description	VARCHAR2	30	M_TLDW1	JOB	A textual description of the code indicating the benefit family associated with the employee's job code.	Example of valid values: House Officer; Research Fellow; Professional/Admin Exempt

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
JOBCODE_BEN_FAMILY_DESCR_SHORT	JobCode Benefit Family Short Description	VARCHAR2	10	M_TLDW1	JOB	An abbreviated textual description of the code indicating the benefit family associated with the employee's job code.	Example of valid values: House Off; Res Fello; P/A Exemp
JOBCODE_DESCR	JobCode Description	VARCHAR2	30	M_PYDW1	PAY_EARNINGS PAY_ERN_DIST	A textual description of the code indicating a job classification title established by the Office of Human Resource and Affirmative Action.	Example of valid values: Chancellor; Professor; Accountant
JOBCODE_DESCR	JobCode Description	VARCHAR2	30	M_TLDW1	JOB	A textual description of the code indicating a job classification title established by the Office of Human Resource and Affirmative Action.	Example of valid values: Chancellor; Professor; Accountant
LINE_NUM	Line Number	NUMBER	2	M_PYDW1	PAY_CHECK PAY_EARNINGS PAY_ERN_DIST PAY_OTH_EARNS	A sequential number uniquely identifying each line. This line on a page in a paysheet defines the transaction for a single employee.	Example of valid values: 1; 2; 3
LOAD_DT	Load Date	DATE		M_TLDW1	TLSTATUS	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.	Example of valid values: 08/04/2000
LVE_ACCRL_GRNDFATHRD_COMMENTS	Leave Accrual Grandfathered Comments	VARCHAR2	254	M_TLDW1	TL_LVACR_GRND	A line of text containing information about an employee being grandfathered into a particular leave accrual plan.	Example of valid values: FLSA change; Per memo from Jennifer Tomko; Reinstated original date of hire eff 11/1/05, alouks 12/14/05
LVE_ACCRL_GRNDFATHRD_EFFECTIVE_DATE	Leave Accrual Grandfathered Effective Date	DATE		M_TLDW1	TL_LVACR_GRND	The date on which the grandfathered leave accrual plan assignment becomes effective.	Example of valid values: 01/23/2005
LVE_ACCRL_GRNDFATHRD_END_DATE	Leave Accrual Grandfathered End Date	DATE		M_TLDW1	TL_LVACR_GRND	The last date on which the grandfathered leave accrual plan assignment is effective. September 9, 3999 represents that the leave accrual plan assignment is open-ended.	Example of valid values: 05/31/2005

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
MAIL_DROP	Mail Drop Identification	VARCHAR2	50	M_PYDW1	PAY_CHECK	A code used to identify the distribution point for an individual's payroll check or deposit.	Example of valid values: 0001 = Payroll Office Default; 0020 = LS&A Cashiers Office; 0026 = Campus Payroll Office
MAIL_DROP_DESCR	Mail Drop Description	VARCHAR2	30	M_PYDW1	PAY_CHECK	A textual description of the code used to identify the distribution point for an individual's payroll check or deposit.	Example of valid values: Payroll Office Default; LS&A Cashiers Office; Campus Payroll Office
MANAGER_NAME	Manager Name	VARCHAR2	50	M_HRDW1	HE_DEPT_TBL	The name of the person in a department who receives financial reports such as Statement of Activity. This is a person's preferred name, if available; otherwise, this is a person's primary name. Person name format is Last, First Middle.	Example of valid values: Schmoe,Joseph; Doe,Mary L
MISS_TIME	Missing Time Code	VARCHAR2	1	M_TLDW1	TL_LEAVE_DATA	A code indicating whether time has not been reported for an employee for a given pay period in time and labor.	Example of valid values: Y = Yes; N = No
MONTH_DAYS_COUNT	Month Days Count	NUMBER	2	M_TLDW1	CALENDAR	The number of days in a month.	Example of valid values: 29; 30; 31
MONTH_WORK_DAYS_COUNT	Month Work Days Count	NUMBER	2	M_TLDW1	CALENDAR	The number of work days in a month.	Example of valid values: 23; 21
MULTIPLICATION_FACTOR	Multiplication Factor	NUMBER	9,4	M_PYDW1	EARNINGS_TBL	A number used to adjust the hourly pay rate as appropriate. For a specific earnings code, the multiplication factor times the hours reported times the hourly pay rate equals the earnings amount.	Example of valid values: 0.5000; 1.0000; 1.5000; -0.5000; -1.0000
NEEDS_APPR_FLAG	Needs Approval Code	VARCHAR2	1	M_TLDW1	TL_WRKGRP_TBL	A code indicating whether or not a workgroup's time reporting codes need approval before being sent to payroll. For example, the Self Service Workgroups need approval.	Example of valid values: Y = Yes; N = No
NET_PAY	Net Pay	NUMBER	10,2	M_PYDW1	PAY_CHECK	The dollar amount of gross pay amount less any employee contributions to deductions and taxes. Note: This field will contain NULL for data prior to March 11,	Example of valid values: 1,522.14; 1,082.53; 840.14; -914.62

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						2004.	
OFF_CYCLE	Off Cycle Code	VARCHAR2	1	M_PYDW1	PAY_CHECK PAY_EARNINGS PAY_ERN_DIST PAY_OTH_EARNS	A code indicating whether the process of calculating and creating a paycheck for one or more employees outside the normally-scheduled (on-cycle) payroll run for their pay group. Off-Cycle processing includes reversals, reversal/adjustments, salary transfers, online checks and manual checks.	Example of valid values: Y = Yes; N = No
ORIG_TRANS_DT	Original Transaction Date	DATE		M_PYDW1	PAY_ERN_DIST	The original check date.	Example of valid values: 09/22/2000
OTH_EARNS	Other Earnings	NUMBER	10,2	M_PYDW1	PAY_OTH_EARNS	The amounts the employee is receiving or is being taxed on by earn code.	Example of valid values: 1,481.37; 3,398.44; 8,900.05
OTH_HRS	Other Hours	NUMBER	6,2	M_PYDW1	PAY_OTH_EARNS	The number of hours associated with the OTH_EARNS field. Examples of this would be HOL (holiday), VAC (vacation), SCK (sick), earnings codes that are paid for a specified number of hours. OTH_HRS is not populated when an amount Time Reporting Code (such as CAT) is used.	Example of valid values: 0.00 8.00; 11.50
OTH_PAY	Other Pay	NUMBER	10,2	M_PYDW1	PAY_OTH_EARNS	The dollar amount on an earnings code of Human Resource managed payments to be distributed to an employee in addition to regular pay.	Example of valid values: -15,695.77; 34.76; 150.34; 5,667.48; 29,037.17
OVERRIDE_RSN_CD	Override Reason Code	VARCHAR2	5	M_TLDW1	TL_RPTD_TIME	A code indicating the reason an override was applied to an employee's reported time.	Example of valid values: OBA = One Time Bank Adjustment; PTA = Adjustment to PTO Balance; REP = Time Reporting Error
OVERRIDE_RSN_DESCR	Override Reason Description	VARCHAR2	30	M_TLDW1	TL_RPTD_TIME	A textual description of the code indicating the reason an override was applied to an employee's reported time.	Example of valid values: One Time Bank Adjustment; Adjustment to PTO Balance; Time Reporting Error
OVERRIDE_RSN_DESCRSHORT	Override Reason Short Description	VARCHAR2	10	M_TLDW1	TL_RPTD_TIME	An abbreviated textual description of the code indicating the reason an	Example of valid values: OTB Adj; PTO Adj: Rep Error

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						override was applied to an employee's reported time.	
PAGE_NUM	Page Number	NUMBER	5	M_PYDW1	PAY_CHECK PAY_EARNINGS PAY_ERN_DIST PAY_OTH_EARNS	A sequential number uniquely identifying each page. This is the page in a paysheet and will include the transactions for multiple employees.	Example of valid values: 1; 2; 3
PAY_BEGIN_DT	Pay Period Begin Date	DATE		M_PYDW1	PAY_CHECK	The start date of the pay period.	Example of valid values: 03/10/2001
PAY_EARNS_BEGIN_DT	Pay Earnings Begin Date	DATE		M_PYDW1	PAY_EARNINGS	The start date of the pay period for which time has been reported. This date can be different from PAY_BEGIN_DT if a prior period adjustment has been processed.	Example of valid values: 01/01/1999; 07/02/2006
PAY_EARNS_END_DT	Pay Earnings End Date	DATE		M_PYDW1	PAY_EARNINGS	The end date of the pay period for which time has been reported. This date can be different from PAY_END_DT if a prior period adjustment has been processed.	Example of valid values: 3/31/2006; 07/15/2006
PAY_END_DT	Pay Period End Date	DATE		M_PYDW1	PAY_CHECK PAY_EARNINGS PAY_ERN_DIST PAY_OTH_EARNS	The end date of the pay period.	Example of valid values: 03/31/2006; 7/29/2006
PAY_END_DT	Pay Period End Date	DATE		M_TLDW1	NO_VARIANCE_TBL TL_MISS_TIME TL_PAYABLE_TIME	The end date of the pay period.	Example of valid values: 03/31/2006; 7/29/2006
PAY_FREQUENCY	Pay Frequency Code	VARCHAR2	1	M_PYDW1	PAY_CHECK PAY_EARNINGS	A code representing how often employees in a pay group are paid.	Example of valid values: B = Biweekly; M = Monthly; W = Weekly
PAY_FREQUENCY	Pay Frequency Code	VARCHAR2	1	M_TLDW1	JOB TL_EMPL_PGM TL_MISS_TIME	A code representing how often employees in a pay group are paid.	Example of valid values: B = Biweekly; M = Monthly; W = Weekly
PAY_FREQUENCY_DESCRSHORT	Pay Frequency Short Description	VARCHAR2	10	M_PYDW1	PAY_CHECK PAY_EARNINGS	An abbreviated textual description of the code representing how often employees in a pay group are paid.	Example of valid values: Biweekly; Monthly; Weekly
PAY_FREQUENCY_DESCRSHORT	Pay Frequency Short Description	VARCHAR2	10	M_TLDW1	JOB TL_EMPL_PGM TL_MISS_TIME	An abbreviated textual description of the code representing how often employees in a pay group are paid.	Example of valid values: Biweekly; Monthly; Weekly

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
PAY_OFF_CYCLE_CAL	Off Cycle Calendar Code	VARCHAR2	1	M_PYDW1	PAY_CHECK	A code indicating whether the pay date is Off Cycle or not.	Example of valid values: Y = Yes; N = No
PAY_PERIOD	Pay Period Code	VARCHAR2	1	M_PYDW1	PAY_CHECK	A code representing the established time segments for which employees in a pay group are paid. Pay Periods are defined by their beginning and ending dates.	Example of valid values: 1; 2; 3
PAYABLE_STATUS	Payable Status Code	VARCHAR2	2	M_TLDW1	TL_PAYABLE_TIME	A code specifying the status of reported time in relation to calculating pay.	Example of valid values: CL = Closed; RP = Rejected
PAYABLE_STATUS_DESCR	Payable Status Description	VARCHAR2	30	M_TLDW1	TL_PAYABLE_TIME	A textual description of the code specifying the status of reported time in relation to calculating pay.	Example of valid values: Closed; Rejected
PAYABLE_STATUS_DESCRSHORT	Payable Status Short Description	VARCHAR2	10	M_TLDW1	TL_PAYABLE_TIME	An abbreviated textual description of the code specifying the status of reported time in relation to calculating pay.	Example of valid values: Closed; Rejected by Payroll
PAYABLE_TIME_OPRID	Payable Time Operator Identification	VARCHAR2	30	M_TLDW1	TL_PAYABLE_TIME	The unique identifier of the person or process that approved time as payable for self service time entry.	Example of valid values: blank; DSELL;
PAYABLE_TIME_RULE_ID	Payable Time Rule Code	VARCHAR2	30	M_TLDW1	TL_PAYABLE_TIME	The name of the Time and Labor rule that created the time. This field is populated only if a rule has created the time.	Examples of valid values: HPSCKV9; WKNDNUREG01; WKNDNUNSA03
PAYABLE_TIME_SEQ_NBR	Payable Time Sequence Number	NUMBER	15	M_TLDW1	TL_PAYABLE_TIME	A system assigned number that uniquely identifies each row of time and labor data used to calculate pay for a specific employee appointment for a specific day.	Example of valid values: 20393000008; 20607000011; 20809000066
PAYCHECK_NBR	Paycheck Number	NUMBER	15	M_PYDW1	PAY_CHECK	A number used to identify a paycheck.	Example of valid values: 1371; 1372; 1373
PAYCHECK_OPTION	Paycheck Option Code	VARCHAR2	1	M_PYDW1	PAY_CHECK	A code representing the method of payment to an individual; or the type of transaction being processed. This field would represent whether an individual was paid via direct deposit or by check. This field is also used	Example of valid values: & = Check and Advice; A = Advice; C = Check

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						if a check or advice is reversed.	
PAYCHECK_OPTION_DESCR	Paycheck Option Code Description	VARCHAR2	30	M_PYDW1	PAY_CHECK	A textual description of the code representing the method of payment to an individual; or the type of transaction being processed. This field would represent whether an individual was paid via direct deposit or by check. This field is also used if a check or advice is reversed.	Example of valid values: Check and Advice; Advice; Check
PAYCHECK_STATUS	Paycheck Status Code	VARCHAR2	1	M_PYDW1	PAY_CHECK	A code indicating the pay check status.	Example of valid values: F = Confirmed; V = Reversal
PAYCHECK_STATUS_DESCRSHORT	Paycheck Status Short Description	VARCHAR2	10	M_PYDW1	PAY_CHECK	An abbreviated textual description of the code indicating the paycheck status.	Example of valid values: Confirmed; Reversal
PAYGROUP	Pay Group Code	VARCHAR2	3	M_PYDW1	PAY_CHECK PAY_EARNINGS PAY_ERN_DIST PAY_OTH_EARNS	A code indicating a set of employees grouped together for payroll processing.	Example of valid values: BWC = Reg Bwkly; MGS = Grad Stdnt; MPP = Mo P Paid
PAYGROUP	Pay Group Code	VARCHAR2	3	M_TLDW1	JOB TL_EMPL_DATA	A code indicating a set of employees grouped together for payroll processing.	Example of valid values: BWC = Reg Bwkly; MGS = Grad Stdnt; MPP = Mo P Paid
PAYGROUP_DESCR	Pay Group Description	VARCHAR2	30	M_PYDW1	PAY_EARNINGS PAY_OTH_EARNS	A textual description of the code indicating a set of employees grouped together for payroll processing.	Example of valid values: Regular Bi-Weekly; Grad Student; Mthly Pre Pd-Hosp & Spon 12 Mo
PAYGROUP_DESCR	Pay Group Description	VARCHAR2	30	M_TLDW1	JOB TL_EMPL_DATA	A textual description of the code indicating a set of employees grouped together for payroll processing.	Example of valid values: Regular Bi-Weekly; Grad Student; Mthly Pre Pd-Hosp & Spon 12 Mo
PAYGROUP_DESCRSHORT	Pay Group Short Description	VARCHAR2	10	M_PYDW1	PAY_CHECK PAY_EARNINGS PAY_ERN_DIST PAY_OTH_EARNS	An abbreviated textual description of the code indicating a set of employees grouped together for payroll processing.	Example of valid values: Reg Bwkly; Grad Stdnt; Mo P Paid
PAYGROUP_DESCRSHORT	Pay Group Short Description	VARCHAR2	10	M_TLDW1	JOB TL_EMPL_DATA	An abbreviated textual description of the code indicating a set of employees grouped together for payroll processing.	Example of valid values: Reg Bwkly; Grad Stdnt; Mo P Paid
PERCENT EFFORT	Percent Effort	NUMBER	5,2	M_HRDW1	DEPT_BUDGET_ERN	The employee's percent effort associated with each shortcode related to a job.	Example of valid values: 0.25; 3.50; 77.50; 100.00

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						Used for effort certification and not required to be provided unless needed for that purpose.	
PERUNIT_OVR_RT	Unit Override Rate	NUMBER	18,6	M_PYDW1	EARNINGS_TBL	A number representing the override rate of pay.	Example of valid values: 0.000000; 2.000000; 5.000000
POSTING_PTO	Posting Paid Time Off Code	VARCHAR2	1	M_HRDW1	HE_DEPT_TBL	A code indicating that a message will be printed on the job posting stating this position has paid time off benefits rather than sick and vacation benefits.	Example of valid values: Y = Yes; N = No
PRIMARY_CIP	Primary Classification Of Instructional Programs Code	VARCHAR2	13	M_HRDW1	HE_DEPT_TBL	A code representing the primary classification used in governmental reporting of the specific academic field associated with a department.	Example of valid values: 45.1101 = Sociology; 31.0505 = Kinesiology and Exercise Scien; 25.0101 = Library Science/Librarianship
PRIMARY_CIP_DESCR	Primary Classification Of Instructional Programs Description	VARCHAR2	30	M_HRDW1	HE_DEPT_TBL	A textual description of the code representing the primary classification used in governmental reporting of the specific academic field associated with a department.	Example of valid values: Sociology; Kinesiology and Exercise Scien; Library Science/Librarianship
PRIMARY_NAME	Name	VARCHAR2	50	M_PYDW1	PAY_CHECK PAY_ERN_DIST	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	Example of valid values: de la Garza, Barbara Marie; Smith Jr, Joseph L; Washington, William Boyd
PRIMARY_NAME	Name	VARCHAR2	50	M_TLDW1	NO_VARIANCE_TBL TL_EMPL_DATA TL_EMPL_PGM TL_GROUP_DTL TL_LEAVE_DATA TL_LEAVE_PLAN TL_LVACR_GRND TL_MISS_TIME TL_PAYABLE_TIME TL_RPTD_TIME	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	Example of valid values: de la Garza, Barbara Marie; Smith Jr, Joseph L; Washington, William Boyd
PROGRAM_CODE	Program Code	VARCHAR2	5	M_HRDW1	DEPT_BUDGET_ERN	A code identifying a group of related activities, cost centers, revenue centers, responsibility centers and academic programs. These activities may occur within a single department or across	Example of valid values: ADMIS = Admissions; RERET = Recruitment & Retention

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						multiple departments.	
PROGRAM_CODE	Program Code	VARCHAR2	5	M_PYDW1	PAY_ERN_DIST	A code identifying a group of related activities, cost centers, revenue centers, responsibility centers and academic programs. These activities may occur within a single department or across multiple departments.	Example of valid values: ADMIS = Admissions; RERET = Recruitment & Retention
PROJECT_GRANT	Project/Grant Code	VARCHAR2	15	M_HRDW1	DEPT_BUDGET_ERN	A code used to accumulate financial information on a set of activities over a limited time span. Used for contracts and grants, construction projects and unit-defined projects.	Example of valid values: C026993; F000101
PROJECT_GRANT	Project/Grant Code	VARCHAR2	15	M_PYDW1	PAY_ERN_DIST	A code used to accumulate financial information on a set of activities over a limited time span. Used for contracts and grants, construction projects and unit-defined projects.	Example of valid values: C026993; F000101
PY_TL_XREF_NUM	Payroll Time and Labor Cross Reference Number	NUMBER	15	M_PYDW1	PAY_EARNINGS PAY_OTH_EARNS	A unique number for each time reporting code that links TL_PAYABLE_TIME from time and labor with PAY_OTH_EARNS in Payroll.	Example of valid values: 604000000001; 751000000043; 891000000040
PY_TL_XREF_NUM	Payroll Time and Labor Cross Reference Number	NUMBER	15	M_TLDW1	TL_PAYABLE_TIME	A unique number for each time reporting code that links TL_PAYABLE_TIME from time and labor with PAY_OTH_EARNS in Payroll.	Example of valid values: 604000000001; 751000000043; 891000000040
RATE_TYPE_USED	Rate Type Used Code	VARCHAR2	1	M_PYDW1	PAY_EARNINGS PAY_OTH_EARNS	A code representing the type of rate used when calculating pay.	Example of valid values: F = FLSA Rt; H = Hrly Rt
RATE_TYPE_USED_DESCRSHO_RT	Rate Type Used Short Description	VARCHAR2	10	M_PYDW1	PAY_EARNINGS PAY_OTH_EARNS	An abbreviated textual description of the code representing the type of rate used when calculating pay.	Example of valid values: FLSA Rt; Hrly Rt
RECORD_ONLY_ADJ	Record Only Adjustment Code	VARCHAR2	1	M_TLDW1	TL_PAYABLE_TIME	A code indicating whether a row of payable time data was entered into the system as a record only adjustment.	Example of valid values: Y = Yes; N = No
RECORD_ONLY_ADJ_COMMENT	Record Only	VARCHAR2	20	M_TLDW1	TL_PAYABLE_TIME	A line of text containing	Example of valid values: 049099;

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
S	Adjustment Comments					information about a record only adjustment. These adjustments do not impact a person's pay and/or leave balances.	06/02/05 KWC; 0 PTO TIME AVAILABLE
REG_EARN_HRS	Regular Earnings Hours	NUMBER	6,2	M_PYDW1	PAY_EARNINGS	The regular hours associated with standard hours for exception pay employees.	Example of valid values: 0.00; 80.0; 168.00; 248.00
REG_EARNS	Regular Earnings	NUMBER	10,2	M_PYDW1	PAY_EARNINGS	The dollar amount of pay associated with regular hours.	Example of valid values: 0.00; 26.75; 141.67
REG_HRLY_EARNS	Regular Hourly Earnings	NUMBER	10,2	M_PYDW1	PAY_EARNINGS	The sum of the dollar amount of pay associated with exception hours reduced from regular earnings.	Example of valid values: -9,602.64; -235.77; 0.00
REG_HRS	Regular Hours	NUMBER	6,2	M_PYDW1	PAY_EARNINGS	The sum of exception hours that reduce from regular hours which come from job standard hours.	Example of valid values: -56.00; -8.00; 0.00
REG_PAY	Regular Salaried Earnings Amount	NUMBER	10,2	M_PYDW1	PAY_EARNINGS	The amount representing earnings by regular salaried employees.	Example of valid values: 0.00; 4,821.29; 3,581.50
REG_PAY_INCLUDED	Regular Pay Included Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code indicating whether regular pay is included in the earnings amount related to an earnings code.	Example of valid values: Y = Yes; N = No
REG_TEMP	Regular/Temporary Code	VARCHAR2	1	M_TLDW1	JOB	A code indicating whether a JobCode or a job is considered a regular or temporary JobCode or job.	Example of valid values: R = Regular; T = Temporary
REG_TEMP_DESCRSHORT	Regular/Temporary Short Description	VARCHAR2	10	M_TLDW1	JOB	An abbreviated textual description of the code indicating whether a JobCode or a job is considered a regular or temporary JobCode or job.	Example of valid values: Regular; Temporary
REVERSED	Reversed Code	VARCHAR2	1	M_PYDW1	PAY_ERN_DIST	A code indicating whether a check in hand is cancelled.	Example of valid values: Y = Yes; N = No
RPTD_TIME_CREATED_DTTM	Reported Time Created Date Time	DATE		M_TLDW1	TL_RPTD_TIME	The date and time the reported time was created.	Examples of valid values: 02-MAY-20 07.42.16 AM
RPTD_TIME_LAST_UPDT_OPRID	Reported Time Last Update Operator Identification	VARCHAR2	30	M_TLDW1	TL_RPTD_TIME	The unique identifier of the person or process which last updated reported time hours into the system.	Examples of valid values: SJEFFRIE; TLSYSTEM; SYSADM
RPTD_TIME_MODIFIED_DTTM	Reported Time	DATE		M_TLDW1	TL_RPTD_TIME	The date and time the	Examples of valid values: 23-FEB-

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Modified Date Time					reported time was last modified.	20 08.21.18 PM
RPTD_TIME_OPRID	Reported Time Operator Identification	VARCHAR2	30	M_TLDW1	TL_RPTD_TIME	The unique identifier of the person or process which entered reported time hours into the system.	Example of valid values: 92340009; SJEFFRIE; TLSYSTEM; SYSADM
RPTD_TIME_SEQ_NBR	Reported Time Sequence Number	NUMBER	15	M_TLDW1	TL_RPTD_TIME	A system assigned number uniquely identifying each row of reported time for a specific employee appointment for a specific day.	Example of valid values: 1; 100; 156
RULE_PGM_DESCRSHORT	Rule Program Short Description	VARCHAR2	10	M_TLDW1	TL_WRKGRP_TBL	An abbreviated textual description of the code representing the time reporting rules applied to a time and labor workgroup.	Example of valid values: AFSCRULPGM; IUOERULPGM; PAEXCRULPGM
RULE_PGM_ID	Rule Program Identification Code	VARCHAR2	12	M_TLDW1	TL_WRKGRP_TBL	A code representing the time reporting rules applied to a time and labor workgroup.	Example of valid values: AFSCRULEPGM; IUOERULEPGM; PAEXCRULEPGM
RUN_ID	Pay Run Identification Code	VARCHAR2	10	M_PYDW1	PAY_CHECK PAY_EARNINGS PAY_ERN_DIST PAY_OTH_EARN	A code that uniquely identifies a Run Control for batch processes.	Example of valid values: 011 = 04-30-98; BA1 = 01-B1-2001; MC1 = 03-Em-2001
SEASON_DY_IND	Season Day Indicator	VARCHAR2	1	M_TLDW1	CALENDAR	A code indicating whether a specific date is recognized as a season day for university employees with the exception of International Union of Operating Engineers (IUOE) employees.	Examples of Valid Values: Y = Yes; N = No
SECOND_CIP	Secondary Classification Of Instructional Programs Code	VARCHAR2	13	M_HRDW1	HE_DEPT_TBL	A code representing the secondary classification used in governmental reporting of the specific academic field associated with a department.	Example of valid values: 45.0201 = Anthropology; 13.1314 = Physical Education Teaching an; 11.0401 = Information Science/Studies
SECOND_CIP_DESCR	Secondary Classification Of Instructional Programs Description	VARCHAR2	30	M_HRDW1	HE_DEPT_TBL	A textual description of the code representing the secondary classification used in governmental reporting of the specific academic field associated with a department.	Example of valid values: Anthropology; Physical Education Teaching an; Information Science/Studies
SEND_TO_PAYROLL	Send to Payroll Code	VARCHAR2	1	M_TLDW1	TL_TRC_TBL	A code indicating whether a time reporting code is sent to	Example 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
						the payroll calculation process.	
SEPCHK	Separate Check Number	NUMBER	1	M_PYDW1	PAY_CHECK PAY_ERN_DIST	The number used for a separate check.	Example of valid values: 0; 1; 2
SERVICE_DT	Service Date	DATE		M_TLDW1	JOB	The date on which the current continuous employment relationship was established as defined in the Standard Practice Guide.	Example of valid values: 08/01/2001
SHORTCODE	ShortCode Number	VARCHAR2	6	M_HRDW1	DEPT_BUDGET_ERN	A code that represents a unique combination (blank and non-blank) of chartfields; fund, department, class, program, and project/grant.	Example of valid values: 000094 = USDA-6J89B; 012984 = VA Hospital/Med Admin; 035677 = Research Agreement (SAE)
SHORTCODE	ShortCode Number	VARCHAR2	6	M_PYDW1	PAY_EARNINGS PAY_ERN_DIST	A code that represents a unique combination (blank and non-blank) of chartfields; fund, department, class, program, and project/grant.	Example of valid values: 000094 = USDA-6J89B; 012984 = VA Hospital/Med Admin; 035677 = Research Agreement (SAE)
SHORTCODE	ShortCode Number	VARCHAR2	6	M_TLDW1	TL_PAYABLE_TIME	A code that represents a unique combination (blank and non-blank) of chartfields; fund, department, class, program, and project/grant.	Example of valid values: 000094 = USDA-6J89B; 012984 = VA Hospital/Med Admin; 035677 = Research Agreement (SAE)
SHORTCODE	ShortCode Number	VARCHAR2	25	M_TLDW1	TL_RPTD_TIME	A code that represents a unique combination (blank and non-blank) of chartfields; fund, department, class, program, and project/grant.	Example of valid values: 000094 = USDA-6J89B; 012984 = VA Hospital/Med Admin; 035677 = Research Agreement (SAE)
SHORTCODE	ShortCode Number	VARCHAR2	6	M_TLDW1	TL_TSKPRF_DETL	A code that represents a unique combination (blank and non-blank) of chartfields; fund, department, class, program, and project/grant.	Example of valid values: 000094 = USDA-6J89B; 012984 = VA Hospital/Med Admin; 035677 = Research Agreement (SAE)
SHORTCODE_DESCR	ShortCode Description	VARCHAR2	30	M_HRDW1	DEPT_BUDGET_ERN	A textual description of the code that represents a unique combination (blank and non-blank) of chartfields; fund, department, class, program, and project/grant.	Example of valid values: USDA-6J89B; VA Hospital/Med Admin; Research Agreement (SAE);
SHORTCODE_DESCR	ShortCode Description	VARCHAR2	30	M_PYDW1	PAY_EARNINGS PAY_ERN_DIST	A textual description of the code that represents a unique combination (blank and non-blank) of chartfields; fund, department, class, program, and project/grant.	Example of valid values: USDA-6J89B; VA Hospital/Med Admin; Research Agreement (SAE);
SHORTCODE_DESCR	ShortCode	VARCHAR2	30	M_TLDW1	TL_PAYABLE_TIME	A textual description of the	Example of valid values: USDA-

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Description				TL_RPTD_TIME TL_TSKPRF_DETL	code that represents a unique combination (blank and non-blank) of chartfields; fund, department, class, program, and project/grant.	6J89B; VA Hospital/Med Admin; Research Agreement (SAE);
SPON_RES_POOL	Sponsored Research Pool Code	VARCHAR2	1	M_HRDW1	DEPT_BUDGET_ERN	A code related to a department indicating whether the funding from this department is coming from a pool account or a sponsored project.	Example of valid values: P = Pool Account; S = Sponsored Project
SRT_ELIG_FLG	Sponsored Research Eligibility Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code indicating whether the earnings will be distributed based on the sponsored research table.	Example of valid values: Y = Yes; N = No
STATIC_GROUP_DESCR	Static Group Description	VARCHAR2	30	M_TLDW1	TL_GROUP_DTL	A textual description of the code uniquely identifying a user-defined group of employees that is used in time and labor to enter or report time, or run a query to review time and labor data.	Example of valid values: LS&A Facilities; suzanne new derm monthlycampuses; OSTFB
STATIC_GROUP_ID	Static Group Identification Code	VARCHAR2	8	M_TLDW1	TL_GROUP_DTL	A code uniquely identifying a user-defined group of employees that is used in time and labor to enter or report time, or run a query to review time and labor data.	Example of valid values: 00001; 03647; OB038
STD_HOURS	Standard Hours	NUMBER	4,2	M_TLDW1	JOB	The number of hours the person will work in the associated appointment during the course of one week.	Example of valid values: 0.00; 2.20; 26.68; 40.00
SUBJECT_FICA	Subject to Federal Insurance Contributions Act Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code indicating whether the earnings code is eligible for Federal Insurance Contributions Act withholding.	Example of valid values: Y = Yes; N = No
SUPERVISOR_ID	Supervisor Identification Code	VARCHAR2	11	M_TLDW1	JOB	A code representing the EMPLID of the supervisor for a given employee in a given job.	Example of valid values: 25582542
SUPERVISOR_NAME	Supervisor Name	VARCHAR2	50	M_TLDW1	JOB	The name of the supervisor for a given employee in a given job. This is a person's preferred name, if available; otherwise, this is a person's	Example of valid values: Adamson, Sonya T; Holden, Peter

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						primary name. Person name format is Last,First Middle.	
SVH_ELIG_FLG	Sick Vacation Holiday Eligibility Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	For employees that participate in the sick, vacation, holiday pool, a code indicating whether sick, vacation, holiday charges are charged directly to the department or to the sick, vacation, holiday pool.	Example of valid values: Y = Yes; N = No
TASK_PRFL_TMPLT_DESCR	Task Profile Template Description	VARCHAR2	30	M_TLDW1	TL_TSKPRF_DETL	A textual description of the code representing the template used to apply time reporting rules to a task profile.	Example of valid values: Campus Task Profile; Campus Hospital Split; Hospital Task Profile Sponsored Research Profile
TASK_PRFL_TMPLT_DESCRSHO RT	Task Profile Template Short Description	VARCHAR2	10	M_TLDW1	TL_TSKPRF_DETL	An abbreviated textual description of the code representing the template used to apply time reporting rules to a task profile.	Example of valid values: Campus; Hospital Chsplit; Sponsors
TASK_PRFL_TMPLT_ID	Task Profile Template Identification Code	VARCHAR2	10	M_TLDW1	TL_TSKPRF_DETL	A code representing the template used to apply time reporting rules to a task profile.	Example of valid values: CAMPUS1 = Campus Task Profile; CHSPLIT = Campus Hospital Split; Hospital1 = Hospital Task Profile SPONSRES1 = Sponsored Research Profile
TASK_PROFILE_EFF_STATUS	Task Profile Effective Status Code	VARCHAR2	1	M_TLDW1	TL_TSKPRF_DETL	A code specifying the current status of a task profile.	Example of valid values: A = Active; I = Inactive
TASK_PROFILE_EFFDT	Task Profile Effective Date	DATE		M_TLDW1	TL_TSKPRF_DETL	The date on which the task profile status becomes effective.	Example of valid values: 01/01/1999
TASK_PROFILE_END_DT	Task Profile End Date	DATE		M_TLDW1	TL_TSKPRF_DETL	The last date on which the task profile is effective. September 9, 3999 represents that the task profile is open-ended.	Example of valid values: 01/01/1999
TASK_PROFILE_ID	Task Profile Identification Code	VARCHAR2	10	M_TLDW1	TL_EMPL_DATA TL_TSKPRF_DETL	A code made up of EMPLID and EMPL_RCD number which uniquely identifies a time and labor task profile.	Example of valid values: 1005113000; 1006790000; 0377993630
TASKGROUP	Taskgroup Code	VARCHAR2	10	M_TLDW1	TL_EMPL_DATA TL_PAYABLE_TIME TL_RPTD_TIME	A code used to group employees based on which central payroll office is responsible for their maintenance in the system.	Example of valid values: CAMPUS = Campus Taskgroup; CHSPLIT = Campus Hospital Split; HOSPITAL = Hospital Task Group
TASKGROUP_DESCR	Taskgroup Code Description	VARCHAR2	30	M_TLDW1	TL_EMPL_DATA TL_PAYABLE_TIME	A textual description of the code used to group	Example of valid values: Campus Taskgroup; Campus Hospital Split;

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
					TL_RPTD_TIME	employees based on which central payroll office is responsible for their maintenance in the system.	Hospital Task Group
TAX_METHOD	Tax Method Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code which identifies the tax method used when calculating pay for an earning code.	Example of valid values: A = Annualized; L = Lump Sum; S = Supplemental
TAX_METHOD_DESCRSHORT	Tax Method Short Description	VARCHAR2	10	M_PYDW1	EARNINGS_TBL	An abbreviated textual description of the code which identifies the tax method used when calculating pay for an earning code.	Example of valid values: Annualized; Lump Sum; Supplemntl
TIME_PERIOD_DESCR	Time Period Description	VARCHAR2	30	M_TLDW1	TL_WRKGRP_TBL	A textual description of the code representing the time period for which time will be reported for a workgroup.	Example of valid values: Bi-Weekly Time Period; BWR Time Period Calendar; Monthly Time Period
TIME_PERIOD_DESCRSHORT	Time Period Short Description	VARCHAR2	10	M_TLDW1	TL_WRKGRP_TBL	An abbreviated textual description of the code representing the time period for which time will be reported for a workgroup.	Example of valid values: Bi-Weekly; BWR Time P; Monthly
TIME_PERIOD_ID	Time Period Identification Code	VARCHAR2	12	M_TLDW1	TL_WRKGRP_TBL	A code representing the time period for which time will be reported for a workgroup.	Example of valid values: BI-WEEKLY = Bi-Weekly Time Period; BIWEEKLY_BWR = BWR Time Period Calendar; PSMONTH = Monthly Time Period
TIME_RPTG_STATUS	Time Reporting Status Code	VARCHAR2	1	M_TLDW1	TL_EMPL_DATA	A code specifying the status of an employee in time and labor.	Example of valid values: A = Active; I = Inactive
TIME_RPTG_TYPE	Time Reporting Type Code	VARCHAR2	1	M_TLDW1	TL_WRKGRP_TBL	A code representing the type of time reported for a workgroup.	Example of valid values: E = Exception Time Reporting; P = Positive Time Reporting
TIME_RPTG_TYPE_DESCRSHORT	Time Reporting Type Short Description	VARCHAR2	10	M_TLDW1	TL_WRKGRP_TBL	An abbreviated textual description of the code representing the type of time reported for a workgroup.	Example of valid values: Exception; Positive
TIME_RPTR_DESCRSHORT	Time Reporter Short Description	VARCHAR2	10	M_TLDW1	TL_EMPL_DATA	An abbreviated textual description of the code representing the way an employee record is set up to report time in Time and Labor.	Example of valid values: Elapsed; Punch
TIME_RPTR_IND	Time Reporter Indicator Code	VARCHAR2	1	M_TLDW1	TL_EMPL_DATA	A code representing the way an employee record is set up to report time in time and labor.	Example of valid values: E = Elapsed; P = Punch

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
TIMEKEEP_SYS	Timekeeping System Code	VARCHAR2	1	M_HRDW1	HE_DEPT_TBL	A code indicating the timekeeping system used by a department.	Example of valid values: C = Central; H = Hospital; M = MATRS; P = Plant
TIMEKEEP_SYS_DESCRSHORT	Timekeeping System Short Description	VARCHAR2	10	M_HRDW1	HE_DEPT_TBL	An abbreviated textual description of the code indicating the timekeeping system used by a department.	Example of valid values: Central; Hospital; MATRS; Plant
TL_ACTIVE	Time and Labor Active Code	VARCHAR2	1	M_TLDW1	TL_LVACR_GRND	A code indicating whether the grandfathered leave program is active or not.	Example of valid values: Y = Yes; N = No
TL_COMMENTS	Time and Labor Comment	VARCHAR2	254	M_TLDW1	TL_RPTD_TIME	A line of text containing information about an employee's reported time.	Example of valid values: \$8.00 bonus; Early payroll tgaray 12/2/05; Prior period adj due to late paperwork jshmoe 10/06/2006
TL_ENROLL_EFFDT	Time and Labor Enrollment Effective Date	DATE		M_TLDW1	TL_EMPL_DATA	The date when the employee's time and labor enrollment information becomes effective.	Example of valid values: 01/01/1999
TL_ENROLL_END_DT	Time and Labor Enrollment End Date	DATE		M_TLDW1	TL_EMPL_DATA	The last date on which the employee's time and labor enrollment information is effective. September 9, 3999 represents that the enrollment is open-ended.	Example of valid values: 01/01/1999
TL_EXTENDED_SICK	Time and Labor Extended Sick Code	VARCHAR2	1	M_TLDW1	TL_TRC_TBL	A code indicating whether extended sick time is related to a time reporting code.	Example of valid values: Y = Yes; N = No
TL_LEAVE_ADJUSTED	Time and Labor Adjusted Hours	NUMBER	7,3	M_TLDW1	TL_LEAVE_DATA	The number of hours associated with a time and labor leave balance adjustment.	Example of valid values: 8.000; -8.000
TL_LEAVE_BALANCE	Time and Labor Leave Plan Balance Hours	NUMBER	7,3	M_TLDW1	TL_LEAVE_DATA	The number of hours an employee has accumulated in a time and labor leave plan.	Example of valid values: 648.800; 0.000; 308.846
TL_LEAVE_BENEFIT_PLAN	Time and Labor Leave Benefit Plan	VARCHAR2	6	M_TLDW1	TL_LEAVE_PLAN	A code representing a time and labor leave plan.	Example of valid values: 5U = Sick; 5Y = Vacation; 5Z = Paid TimeOff
TL_LEAVE_BENEFIT_PLAN DES CR	Time and Labor Leave Benefit Plan Description	VARCHAR2	30	M_TLDW1	TL_LEAVE_PLAN	A textual description of the code representing a time and labor leave plan.	Example of valid values: Sick; Vacation; Paid TimeOff
TL_LEAVE_COMMENTS	Time and Labor Leave Comments	VARCHAR2	500	M_TLDW1	TL_LEAVE_DATA	A line of text containing comments associated with an employee's leave programs, plans or data.	Example of valid values: -0.034 No PTO payout- jshmoe 2/13/02; LOA 1/7/03/jshmoe 1/31/03; Transfer into accrual system as of 3/13/06. 4/6/06 jshmoe
TL_LEAVE_DATA_POSTING_DAT	Time and Labor	DATE		M_TLDW1	TL_LEAVE_DATA	The date of an employee's	Example of valid values:

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
E	Leave Data Posting Date					time and labor leave plan accruals, usages or adjustments.	01/03/2003
TL_LEAVE_EARNED	Time and Labor Leave Earned Hours	NUMBER	7,3	M_TLDW1	TL_LEAVE_DATA	A number of hours an employee accrued in a time and labor leave plan.	Example of valid values: 8.000; 16.000; 1056.000
TL_LEAVE_EFFSEQ	Time and Labor Leave Effective Sequence Number	NUMBER	3	M_TLDW1	TL_LEAVE_DATA	A number which uniquely identifies an inserted leave data row that has the same effective date as TL_LEAVE_DATA_POSTING_DATE.	Example of valid values: 01/03/2003
TL_LEAVE_FTE	Time and Labor Leave Full Time Equivalent	NUMBER	4,3	M_TLDW1	TL_LEAVE_DATA	The percent of effort used for an employee's time and labor leave plan accrual. This combines FTE for all eligible jobs.	Example of valid values: 1.000; .500; .750
TL_LEAVE_NEAR_MAX	Time and Labor Leave Near Max Code	VARCHAR2	1	M_TLDW1	TL_LEAVE_DATA	A code indicating whether an employee is within three months of reaching the maximum allowed vacation or paid time off (PTO) accrual.	Example of valid values: Y = Yes; N = No
TL_LEAVE_ORIGIN	Time and Labor Leave Origin Code	VARCHAR2	1	M_TLDW1	TL_LEAVE_DATA	A code representing the source of information regarding an employee's time and labor leave plan accrual or usage.	Example of valid values: A = Accrual/Renewal; E = Event Maintenance; L = Loaded Balance; P = Payroll; M = Manual Entry
TL_LEAVE_ORIGIN_DESCR	Time and Labor Leave Origin Description	VARCHAR2	10	M_TLDW1	TL_LEAVE_DATA	A textual description of the code representing the source of information regarding an employee's time and labor leave plan accrual or usage.	Example of valid values: Accrual/Renewal; Event Maintenance; Loaded Balance; Payroll; Manual Entry
TL_LEAVE_PGM	Time and Labor Leave Program	VARCHAR2	3	M_TLDW1	TL_EMPL_PGM	A code representing the time and labor leave program an employee is enrolled in.	Example of valid values: AFS = Afscme; HEX = Hospital Exempt; NON = No Leave Program
TL_LEAVE_PGM_DESCR	Time and Labor Leave Program Description	VARCHAR2	30	M_TLDW1	TL_EMPL_PGM	A textual description of the code representing the time and labor leave program an employee is enrolled in.	Example of valid values: Afscme; Hospital Exempt; No Leave Program
TL_LEAVE_PGM_DESCRSHORT	Time and Labor Leave Program Short Description	VARCHAR2	10	M_TLDW1	TL_EMPL_PGM	An abbreviated textual description of the code representing the time and labor leave program an employee is enrolled in.	Example of valid values: Afscme; Umhse; None
TL_LEAVE_PLAN_EFFDT	Leave Plan	DATE		M_TLDW1	TL_LEAVE_PLAN	The date on which	Example of valid values:

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Effective Date					employee's time and labor leave plan becomes effective.	01/01/1999
TL_LEAVE_PLAN_END_DT	Leave Plan End Date	DATE		M_TLDW1	TL_LEAVE_PLAN	The last date on which a time and labor leave plan is in effect for an employee. September 9, 3999 represents that the leave plan is open-ended.	Example of valid values: 01/01/1999
TL_LEAVE_PLAN_TYPE	Leave Plan Type Code	VARCHAR2	2	M_TLDW1	TL_LEAVE_DATA TL_LEAVE_PLAN	A code identifying a type of time and labor leave plan available to an employee.	Example of valid values: 5U = Sick; 5Y = Vacation; 5Z = Paid Time Off
TL_LEAVE_PLAN_TYPE_DESCR	Leave Plan Type Description	VARCHAR2	30	M_TLDW1	TL_LEAVE_DATA TL_LEAVE_PLAN	A textual description of the code identifying a type of time and labor leave plan available to an employee.	Example of valid values: Sick; Vacation; Paid Time Off
TL_LEAVE_PLAN_TYPE_DESCR_SHORT	Leave Plan Type Short description.	VARCHAR2	10	M_TLDW1	TL_LEAVE_DATA TL_LEAVE_PLAN	An abbreviated textual description of the code identifying a type of time and labor leave plan available to an employee.	Example of valid values: Sick; Vacation; PTO
TL_LEAVE SOLD	Leave Sold Hours	NUMBER	7,3	M_TLDW1	TL_LEAVE_DATA	The number of paid time off hours (PTO) that an employee has sold.	Example of valid values: -34.668; 0.000; 276.000
TL_LEAVE_TAKEN	Leave Taken Hours	NUMBER	7,3	M_TLDW1	TL_LEAVE_DATA	The number of hours an employee used in a particular time and labor leave plan.	Example of valid values: -8.000 4.000; 32.000; 190.100
TL_NEXT_RENEW_YR	Time and Labor Next Extended Sick Renewal Year	NUMBER	4	M_TLDW1	TL_EMPL_PGM	The next year in which an employee's extended sick plan will renew.	Example of valid values: 2009; 2011
TL_ORIGINAL_DATE	Time and Labor Original Date	DATE		M_TLDW1	TL_LVACR_GRND	The original vacation/paid time off (VAC/PTO) eligibility date for an employee grandfathered into a leave accrual plan.	Example of valid values: 01/01/1999
TL_QUANTITY	Time and Labor Quantity Number	NUMBER	18,6	M_TLDW1	TL_PAYABLE_TIME	The number of hours or amounts reported to a time reporting code for an employee for a specific date.	Example of valid values: -320.000; 0.000; 868.000
TL_QUANTITY	Time and Labor Quantity Number	NUMBER	10,3	M_TLDW1	TL_RPTD_TIME	The number of hours or amounts reported to a time reporting code for an employee for a specific date.	Example of valid values: -320.000; 0.000; 868.000
TL_REASON	Time and Labor Reason Code	VARCHAR2	1	M_TLDW1	TL_LVACR_GRND	A code representing the reason an employee was grandfathered into a leave	Example of valid values: F = FLSA; M = MVN Nurses; J = FLSA 6/1/05 to MO

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
						accrual plan.	
TL_REASON_DESCR	Time and Labor Reason Code Description	VARCHAR2	30	M_TLDW1	TL_LVACR_GRND	A textual description of the code representing the reason an employee was grandfathered into a leave accrual plan.	Example of valid values: FLSA; MVN Nurses; FLSA 6/1/05 to MO
TL_SICK_ELIG_DT	Time and Labor Sick Time Eligibility Date	DATE		M_TLDW1	TL_EMPL_PGM	The date that is used to determine the renewal of the sick time and extended sick time balances.	Example of valid values: 01/01/1999
TL_SOURCE	Time and Labor Source Code	VARCHAR2	1	M_PYDW1	PAY_EARNINGS PAY_OTH_EARN	A code indicating the source of the exception pay.	Example of valid values: T = Time and Labor Record; U = User updated/Created Record.
TL_SOURCE_DESCR	Time and Labor Source Code Description	VARCHAR2	30	M_PYDW1	PAY_EARNINGS PAY_OTH_EARN	A textual description of the code indicating the source of the exception pay.	Example of valid values: Time and Labor Record; User updated/Created Record.
TL_VAC_ELIG_DT	Time and Labor Vacation/Paid Time Off Eligibility Date	DATE		M_TLDW1	TL_EMPL_PGM	The date that is used to determine the vacation time or paid time off (PTO) accrual rate.	Example of valid values: 01/01/1999
TOTAL_GROSS_AMT	Total Gross Amount	NUMBER	10,2	M_PYDW1	PAY_CHECK	The dollar amount paid as gross pay.	Example of valid values: 0.00; -4,419.07; 39.62
TRC	Time Reporting Code	VARCHAR2	5	M_TLDW1	TL_PAYABLE_TIME TL_RPTD_TIME TL_TRC_TBL	A code representing the types of time to which employees track their time. The code can represent hours, dollars, or units.	Example of valid values: EDU = EducationalTime; HOM = Holiday on Off Day-Add'l Pay; SCK = Sick - Preventative; CAT = Cash Adjustment
TRC_ADD_GROSS	Time Reporting Code Distribute Costs Code	VARCHAR2	1	M_TLDW1	TL_TRC_TBL	A code indicating whether the hours or dollars associated with a time reporting code add to an employee's gross pay.	Example of valid values: Y = Yes; N = No
TRC_DESCR	Time Reporting Code Description	VARCHAR2	30	M_TLDW1	TL_PAYABLE_TIME TL_RPTD_TIME TL_TRC_TBL	A textual description of the code representing the types of time to which employees track their time.	Example of valid values: Educational Time; Holiday on Off Day-Add'l Pay; Sick - Preventative; Cash Adjustment
TRC_DESCRSHORT	Time Reporting Code Short Description	VARCHAR2	10	M_TLDW1	TL_PAYABLE_TIME TL_RPTD_TIME TL_TRC_TBL	An abbreviated textual description of the code representing the types of time to which employees track their time.	Example of valid values: Educationl; HolODAPay; Sick - Pre; RateAdj
TRC_EFF_STATUS	Time Reporting Code Effective Status Code	VARCHAR2	1	M_TLDW1	TL_TRC_TBL	A code specifying the current status of a time reporting code.	Example of valid values: A = Active; I = Inactive
TRC_EFFDT	Time Reporting Code Effective Date	DATE		M_TLDW1	TL_TRC_TBL	The date on which a time reporting code becomes effective.	Example of valid values: 01/01/1999

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
TRC_END_DT	Time Reporting Code End date	DATE		M_TLDW1	TL_TRC_TBL	The last date on which the time reporting code information is effective. September 9, 3999 represents that the time reporting code Effectiveness is open-ended.	Example of valid values: 01/01/1999
TRC_FACTOR_MULT	Time Reporting Code Multiplication Factor Number	NUMBER	9,4	M_TLDW1	TL_TRC_TBL	A number used to adjust the time reporting code hours reported as appropriate.	Example of valid values: 1.00; 2.00; .6667
TRC_MAX_QTY	Time Reporting Code Maximum Quantity Number	NUMBER	8,2	M_TLDW1	TL_TRC_TBL	The maximum number of hours, units or amounts that can be recorded for a time reporting code.	Example of valid values: 0.00; 24.00; 1000.00
TRC_PROGRAM	Time Reporting Code Program Code	VARCHAR2	5	M_TLDW1	TL_WRKGRP_TBL	A code representing the time reporting program in which certain time reporting codes are valid.	Example of valid values: AFSCM = AFSCME1 TRC PROGRAM; CMPNS = CAMPNURSE TRC PROGRAM; IUONG = IUOEENGR1 TRC PROGRAM
TRC_PROGRAM_DESCRSHORT	Time Reporting Code Program Short Description	VARCHAR2	10	M_TLDW1	TL_WRKGRP_TBL	An abbreviated textual description of the code representing the time reporting program in which certain time reporting codes are valid.	Example of valid values: AFSCME1; CAMPNURSE; IUOEENGR1
TRC_RATE	Time Reporting Code Rate	NUMBER	8,2	M_TLDW1	TL_TRC_TBL	A number representing the rate at which an employee will be compensated for a particular time reporting code. This field is populated when TRC_TYPE equals 'U' (Units).	Example of valid values: 0.00; 10.00; 140.00
TRC_RATE_OVR_FLAG	Time Reporting Code Override Code	VARCHAR2	1	M_TLDW1	TL_TRC_TBL	A code indicating whether the time reporting code rate can be overridden.	Example of valid values: Y = Yes; N = No
TRC_TYPE	Time Reporting Code Type Code	VARCHAR2	1	M_TLDW1	TL_TRC_TBL	A code representing the type of compensation related to a time reporting code.	Example of valid values: A = Amount; H = Hours; U = Units
TRC_TYPE_DESCRSHORT	Time Reporting Code Type Code Short Description	VARCHAR2	10	M_TLDW1	TL_TRC_TBL	An abbreviated textual description of the code representing the type of compensation related to a time reporting code.	Example of valid values: Amount; Hours; Units
TSKPRF_SEQNUM	Task Profile Detail Sequence Number	NUMBER	3	M_TLDW1	TL_TSKPRF_DETL	A system assigned number that identifies a unique task profile row.	Example of valid values: 1; 50; 65
USED_TO_PAY_RETRO	Used To Pay	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code indicating whether	Example of valid values: Y = Yes;

Physical Element Name	Logical Element Name	Format Type	Format Length	Data Set	Table Locations	Element Definition	Examples of Valid Values
	Retroactively Code					the earnings code could be used for retroactive pay.	N = No
WITHHOLD_FWT	Withhold Federal Withholding Tax Code	VARCHAR2	1	M_PYDW1	EARNINGS_TBL	A code indicating whether the earnings code is eligible for Federal Withholding Tax.	Example of valid values: Y = Yes; N = No
WORKGROUP	Workgroup Code	VARCHAR2	10	M_TLDW1	TL_EMPL_DATA TL_WRKGRP_TBL	A code representing a grouping of employees with similar time reporting requirements.	Example of valid values: CAMPNURSE = Campus Nurses; MNURSEMO = Nurse Monthly; SNONEXCAMP = Self-service NONEXCAMP
WORKGROUP_DESCR	Workgroup Name Description	VARCHAR2	30	M_TLDW1	TL_EMPL_DATA TL_WRKGRP_TBL	A textual description of the code representing a grouping of employees with similar time reporting requirements.	Example of valid values: Campus Nurses; Nurse Monthly; Self-service NONEXCAMP
WORKGROUP_DESCRSHORT	Workgroup Name Short Description	VARCHAR2	10	M_TLDW1	TL_EMPL_DATA TL_WRKGRP_TBL	An abbreviated textual description of the code representing a grouping of employees with similar time reporting requirements.	Example of valid values: Campus Nur; Nurse Mont; SNONEXCAMP
WORKGROUP_EFFDT	Workgroup Effective Date	DATE		M_TLDW1	TL_WRKGRP_TBL	The date on which a grouping of employees with similar time reporting requirements becomes effective.	Example of valid values: 01/01/1999