Appendix C File Format Release Notes

C.1 Changes Applied to All ICDs

C.1.1 Version 2.0

EHRI Ref #	Category	Element Name	Affected Column	Action	Action Details	Comments
N/A	N/A	N/A	N/A	Doc	Added new section to ICD document to hold all the valid code values for code fields with large value sets so they do not crowd the ICD specification tables.	Code fields with few valid values will still list them in the Codes column for ease of reference. But large list of valid values are moved off the table so that it is more readable.
N/A	N/A	N/A	N/A	Doc	Added EHRI Category column to ICD specification tables to assist in the identification of the data elements.	Similar to the EHRI Ref # column, this column is mainly for internal use within the EHRI Program Office.
N/A	N/A	N/A	Mandatory/Optional	Doc	Renamed column to Reporting Criteria	
N/A	N/A	N/A	Mandatory/Optional	Doc	Added "Critical" as a new reporting criteria value in addition to the existing "Mandatory" and "Optional".	See Appendix A for exact definitions of the three reporting criteria.
N/A	N/A	N/A	All	Doc	Corrected general misspellings and typos in document	
17	Agency/Subelement Code	Agency/Subelement Code	Name	Mod	Renamed element to remove the slash (/) from the name.	

C.1.2 Version 3.0

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
N/A	N/A	N/A	EHRI Category	Doc	Renamed column to Data Concept	Similar to the EHRI Ref # column, this column is mainly for internal use within the EHRI Program Office. It's only purpose is to serve as a named reference to a group of data elements.

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
N/A	N/A	N/A	Reporting Criteria	Doc	Renamed column to Record Identifying Requirement	This version of the ICD now distinguishes between Policy Reporting Requirement and Record Identifying Requirement. See Reporting Requirements Section in each Chapter for exact definitions of the different reporting requirement types and values.
N/A	N/A	N/A	System Rep Req	Doc	Removed "Critical" as a System reporting criteria since this value actually describes the Policy Reporting Requirement of the data element rather than the System Reporting Requirement. All "Critical" data elements have been classified with a Policy Reporting Requirement of "1".	"Mandatory" fields must be provided or the system cannot process that record. "Optional" fields can be empty and still be processed by the system. See Appendix A for exact definitions of the different reporting requirement types and values.
All	All	All	Policy Rep Req	Add	Added this new column to specify the Policy Reporting Requirements for each of the data elements.	The following are valid values for Policy Reporting Requirements. These are listed in priority order from highest to lowest. 1 - CPDF / Mandatory Fields 2 - Critical Fields 3 - Workforce Analytics Fields 4 - Non Critical Training Fields 5 - Retirement Benefits Fields 6 - Employee Transfer Fields 7 - eOPF Fields None - All Others
17	Agency/Subelement Code	Agency Subelement Code	Data Concept	Mod	Reclassified this element as part of the Employee ID data concept instead of the Agency/Subelement Code concept.	This change should not affect the file format.

C.1.3 Version 3.1

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
None						

C.1.4 Version 3.2

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
None						

C.1.5 Version 3.3

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
None						

C.1.6 Version 3.4

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
N/A	N/A	N/A	Codes	Mod	Renamed column header to "Notes".	Column contains additional details about the data now for some fields.

C.1.7 Version 4.0

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
N/A	N/A	N/A	All	Mod	Reordered columns in data table.	Improve readability and allow insertion of additional columns.
N/A	N/A	N/A	Retirement	Add	Added a column to indicate which data elements will be transmitted to RSM via the EHRI to RSM interface.	
N/A	N/A	N/A	Priority	Mod	Changed the "Policy Rep Req" column to "Priority" and modified priority values.	Existing policy requirements made it difficult for providers to know which fields were required and had additional information about what the field was used for that is now in the retirement column and additional columns as needed (Transfers, etc.)
N/A	N/A	N/A	Record Identifier	Mod	Renamed column from "Record ID Req".	New name clarifies field's purpose.

C.2   Status Record

C.2.1 Version 2.0

EHRI Ref #	Category	Element Name	Affected Column	Action	Action Details	Comments
433	Employee Name	Name Suffix	Datatype	Mod	Modified from VARCHAR(35) to correct value of VARCHAR(4).	
414	Employee	Citizenship Country Geographic Locator Code	All	Del	Replaced with Citizenship Country Code element.	
82	Employee	Citizenship Country Code	All	Add	Replaced Citizenship Country Geographic Locator Code element.	
639, 641	Service Obligation Period	Service Obligation Type Code and Service Obligation End Date	All	Add	Added 2 additional Service Obligation Type Codes and Service Obligation End Dates.	Some employees may have more than just 2 service obligations, so we have now increased it to 4.
311	Education Achievement	Instructional Program Code	Datatype	Mod	Modified from VARCHAR(4) to correct value of VARCHAR(6).	Field is 6 numerical digits by CPDF standards.
961	Employee Pay Rate	Pay Total Annualized	Name and Definition	Mod	Renamed "Pay Total Annualized" to "Total Pay Rate" and modified the definition to be more correct since not employees have an "annualized" pay rate.	
52	Employee Pay Rate	Basic Pay Amount	Definition	Mod	Rewrote the definition to be more correct since not all employees have an "annualized" pay rate.	
678	Employee Pay Rate	Supervisor Differential Amount	Datatype	Mod	Modified from VARCHAR() to correct value of VARCHAR(9,2).	
521	Employee Position Assignment	Position Occupied Code	EHRI Ref #	Mod	Updated EHRI Ref #.	
1017, 95, 1018	Employee Retirement Standing	Creditable Military Service Months	All	Add	Separated Creditable Military Service Months to Years, Months, and Days components.	Instead of just asking for the total months of creditable military service, we are now asking for the years, months, and days components that together, make up an employees service history.
565	Performance Appraisal	Rating Record Period Start Date	Reporting Criteria	Mod	Modified from "Mandatory" to "Optional".	This element needs to be optional since not all agencies record this date. However, it needs to be captured and not derived since not all rating periods are automatically 12 months
79	Employee Tenure	Career Tenure Authority Code	Datatype	Mod	Modified from VARCHAR(4) to VARCHAR(3) to be consistent with the other Authority Code fields.	

EHRI Ref #	Category	Element Name	Affected Column	Action	Action Details	Comments
161	FEGLI Election	Federal Employees' Group Life Insurance FEGLI Claim Number	All	Del	Deleted from ICD.	Removed Living Benefits concept from Release 3 ICDs since additional analysis is required to determine the best approach for collecting and using these data elements. This concept applies to such a small number of employees so it is a lower priority than other concepts we need to capture.
216	FEGLI Election	Federal Employees' Group Life Insurance FEGLI Living Benefits Remaining Amount	All	Del	Deleted from ICD.	"
215	FEGLI Election	Federal Employees' Group Life Insurance FEGLI Living Benefits Election Type	All	Del	Deleted from ICD.	"
205	FEGLI Election	FEGLI Election Option Type Code	All	Del	Deleted from ICD.	"
159	FEGLI Assignment	Federal Employees' Group Life Insurance FEGLI Assignment Date	All	Del	Deleted from ICD.	"
158	FEGLI Assignment	Federal Employees' Group Life Insurance FEGLI Assignee Percent	All	Del	Deleted from ICD.	"
688	Thrift Savings Plan Election	Thrift Savings Plan TSP Eligibility Date	Definition	Mod	Corrected definition.	
687	Thrift Savings Plan Election	Thrift Savings Plan TSP Election Contribution Percent	Definition	Mod	Corrected definition.	
1021	Thrift Savings Plan Election	Thrift Savings Plan TSP Election Contribution Amount	All	Add	Added this data element to record TSP contributions that were specified as a dollar amount instead of a percentage.	
272	Retirement Plan Election	Federal Employees Retirement System FERS Election Extension NTE Date	All	Del	Deleted from ICD.	This value can be derived.
270	FERS Election	Federal Employees Retirement System FERS Election Date	Definition	Mod	Updated definition.	
276	FERS Election	Federal Employees Retirement System FERS Election Indicator	Definition	Mod	Updated definition.	

EHRI Ref #	Category	Element Name	Affected Column	Action	Action Details	Comments
59, 60, 61, 63, 65, 67, 70, 72	Benefits Continuation	Benefits Continuation Data elements	All	Add	Created separate instances of these data elements for all the different types of benefits continuation: Annual Leave, FEGLI, FEHB, and Retirement.	
293	Employee Retirement Standing	Frozen Service Month Count	Name	Mod	Renamed to "Frozen Service Months" to be consistent with Creditable Military Service data elements.	
293	Employee Retirement Standing	Frozen Service Months	All	Add	Separated Frozen Service Months to Years, Months, and Days components.	Instead of just asking for the total months of frozen service, we are now asking for the years, months, and days components that together, make up an employees service history.
532	Work Address	Work Address Line 1	Reporting Criteria	Mod	Modified to be Optional instead of Mandatory.	Not all providers will be able to include physical work locations.
415	Work Address	Work City	Reporting Criteria	Mod	Modified to be Optional instead of Mandatory.	Not all providers will be able to include physical work locations.
668	Work Address	Work State Code	EHRI Ref #	Mod	Corrected EHRI Ref #.	This column is mainly for internal use within the EHRI Program Office.
538	Work Address	Work Postal Code	Reporting Criteria	Mod	Modified from "Mandatory" to "Optional".	Not all providers will be able to include physical work locations.
335, 337, 338	Language Proficiency	All	All	Add	Added 3 additional entries for Language Proficiency concept.	Since there are different proficiency types for each language, it was concluded that 5 Language Proficiencies entries may not be enough. Need to increase to 8.

C.2.2 Version 3.0

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
All	All	All	CPDF	Add	Added a column to indicate if this data element is part of the current CPDF specification.	
9	Employee ID	Agency Employee ID	System Rep Req	Mod	Modified System Rep Req from Mandatory to Optional.	This is to correct a mistake in the previous versions of the ICDs.
961	Employee Pay Rate	Total Pay Rate	Policy Rep Req	Mod	Modified data element to specify the it as a "Critical" data element.	This data element was not marked as "Critical" in the previous release of the ICD, but should have been.

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
59	Benefits Continuation Annual Leave Election	Benefits Continuation Annual Leave Balance Indicator	All	Del	Deleted this element since Benefits Continuation Annual Leave Election is not a valid data concept.	
60	Benefits Continuation Annual Leave Election	Benefits Continuation Annual Leave Balance Election Date	All	Del	Deleted this element since Benefits Continuation Annual Leave Election is not a valid data concept.	
61	Benefits Continuation Annual Leave Election	Benefits Continuation Annual Leave Balance Election Notification Date	All	Del	Deleted this element since Benefits Continuation Annual Leave Election is not a valid data concept.	
60	Benefits Continuation Election	Benefits Continuation Election Date	All	Del	Deleted this element since Benefits Continuation Election is not a valid data concept.	
61	Benefits Continuation Election	Benefits Continuation Election Notification Date	All	Del	Deleted this element since Benefits Continuation Election is not a valid data concept.	
9	Employee ID	Agency Employee ID	Policy Rep Req	Mod	Modified the Policy Reporting Requirement of this data element from a 1 to a 3.	

C.2.3 Version 3.1

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
All	All	All	ICD Seq #	Mod	Renumbered ICD Seq # for all data elements great than 123.	The previous version of the document had 2 data elements that were listed as 123 in the ICD Seq # column.
9	Employee ID	Agency Employee ID	Policy Rep Req	Mod	Modified from a priority 1 to a priority 3.	
114	Work Address	Duty Station Code	Policy Rep Req	Mod	Modified from a blank priority to a priority 1.	The policy reporting requirement was inadvertently left off the last version of this document. But this is a current CPDF data requirement, and therefore should have a priority of 1.
295	Employee Position Assignment	Functional Classification Code	Policy Rep Req	Mod	Modified from a priority 3 to a priority 1.	This was mistaken classified as a 3, but it is an existing CPDF data requirement and therefore, is really a priority 1.

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
604	Retirement Service Computation Date	Retirement Service Computation Date	Policy Rep Req	Mod	Modified from a priority 5 to a priority 1.	This was mistaken classified as a 5, but it is an existing CPDF data requirement and therefore, is really a priority 1.
604	RIF Service Computation Date	RIF Service Computation Date	Policy Rep Req	Mod	Modified from a priority 5 to a priority 1.	This was mistaken classified as a 5, but it is an existing CPDF data requirement and therefore, is really a priority 1.
604	SES Service Computation Date	SES Service Computation Date	Policy Rep Req	Mod	Modified from a priority 5 to a priority 3.	
604	Special Retirement Service Computation Date	Special Retirement Service Computation Date	Policy Rep Req	Mod	Modified from a priority 5 to a priority 3.	
604	Leave Service Computation Date	Leave Service Computation Date	Policy Rep Req	Mod	Modified from a priority 5 to a priority 1.	This was mistaken classified as a 5, but it is an existing CPDF data requirement and therefore, is really a priority 1.
604	Thrift Savings Plan Service Computation Date	Thrift Savings Plan Service Computation Date	Policy Rep Req	Mod	Modified from a priority 5 to a priority 3.	

C.2.4 Version 3.2

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
430	Employee Name	Name Family	Record ID Req	Mod	Changed this to null from "Y" to remove the column from the list of record identifiers.	
431	Employee Name	Name Given	Record ID Req	Mod	Changed this to null from "Y" to remove the column from the list of record identifiers.	
526	Employee Position Assignment	Position Title	Definition	Mod	Slight modification in wording of definition.	

C.2.5 Version 3.3

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
N/A	N/A	N/A	Codes	Mod	Changed all references to Appendix "C" to Appendix "A". This was a formatting problem with the document that was not caught in	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
					prior revisions.	
663	Employee Pay Rate	Special Rate Supplement	Name	Mod	Changed the name from Special Salary Rate.	
1071	Employee	Ethnicity and Race Identification Code	All	Add	Added new element.	Effective January 1, 2006.

C.2.6 Version 3.4

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
1	Employee ID	Social Security Number	Record ID Req	Mod	Added "Dup" indicator.	
2	Employee ID	Birth Date	Record ID Req	Mod	Added "Dup" indicator.	
2	Employee ID	Birth Date	Notes	Add	Added note.	
4	Employee ID	Agency Subelement Code	Record ID Req	Mod	Added "Dup" indicator.	
10	Employee Veteran Standing	Veteran Status Code	Record ID Req	Mod	Added "Dup" indicator.	
11	Employee	Annuitant Code	Record ID Req	Mod	Added "Dup" indicator.	
12	Employee	US Citizenship Indicator	Record ID Req	Mod	Added "Dup" indicator.	
12	Employee	US Citizenship Indicator	Definition	Mod	Clarified definition.	
12	Employee	US Citizenship Indicator	Notes	Mod	Clarified notes and removed "NA" as possible value.	
14	Employee	Gender Code	Record ID Req	Mod	Added "Dup" indicator.	
15	Employee	Race and National Origin Code	Record ID Req	Mod	Added "Dup" indicator.	
16	Employee	Disability Code	Record ID Req	Mod	Added "Dup" indicator.	
18	Work Address	Duty Station Code	Record ID Req	Mod	Added "Dup" indicator.	
19	Employee Veteran Standing	Veterans Preference Code	Record ID Req	Mod	Added "Dup" indicator.	
28	Education Achievement	Instructional Program Code	Record ID Req	Mod	Added "Dup" indicator.	
29	Education Achievement	Education Level Code	Record ID Req	Mod	Added "Dup" indicator.	
30	Education Achievement	Degree Year	Record ID Req	Mod	Added "Dup" indicator.	
31	Employee Position Assignment	Grade, Level, Class, Rank, or Pay Band Code	Record ID Req	Mod	Added "Dup" indicator.	
32	Employee Position Assignment	Step or Rate Type Code	Record ID Req	Mod	Added "Dup" indicator.	
32	Employee Position Assignment	Step or Rate Type Code	Definition	Mod	Clarified definition.	
33	Employee Position Assignment	Organizational Component Code	Record ID Req	Mod	Added "Dup" indicator.	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
34	Employee Position Assignment	Appointment Type Code	Policy Rep Req	Del	Removed the required indicator.	This field is no longer being collected. It will be calculated during the load.
34	Employee Position Assignment	Appointment Type Code	Policy Rep Req	Mod	Reference to valid values removed and note added.	This field is no longer being collected. It will be calculated during the load.
35	Employee Position Assignment	Functional Classification Code	Record ID Req	Mod	Added "Dup" indicator.	
36	Employee Position Assignment	Occupational Series Type Code	Record ID Req	Mod	Added "Dup" indicator.	
37	Employee Position Assignment	Supervisory Type Code	Record ID Req	Mod	Added "Dup" indicator.	
38	Employee Position Assignment	Personnel Office Identifier Code	Record ID Req	Mod	Added "Dup" indicator.	
39	Employee Position Assignment	Work Schedule Code	Record ID Req	Mod	Added "Dup" indicator.	
41	Employee Pay Rate	Special Basic Pay Supplement	Name	Mod	Previously named "Special Rate Supplement"	
41	Employee Pay Rate	Special Basic Pay Supplement	Definition	Mod	Clarified definition.	
42	Employee Pay Rate	Total Salary Rate	Definition	Mod	Previously named "Total Pay Rate"	
42	Employee Pay Rate	Total Salary Rate	Definition	Mod	Clarified definition.	
43	Employee Pay Rate	Basic Pay Rate	Name	Mod	Previously named "Basic Pay Amount"	
43	Employee Pay Rate	Basic Pay Rate	Record ID Req	Mod	Added "Dup" indicator.	
43	Employee Pay Rate	Basic Pay Rate	Definition	Mod	Clarified definition.	
44	Employee Pay Rate	Adjusted Basic Pay Rate	Name	Mod	Previously named "Adjusted Basic Pay Amount"	
44	Employee Pay Rate	Adjusted Basic Pay Rate	Definition	Mod	Clarified definition	
45	Employee Pay Rate	Standard Basic Pay Supplement	Name	Mod	Previously named "Standard Basic Pay Supplement"	
45	Employee Pay Rate	Standard Basic Pay Supplement	Record ID Req	Mod	Added "Dup" indicator	
45	Employee Pay Rate	Standard Basic Pay Supplement	Definition	Mod	Clarified definition	
46	Employee Pay Rate	Supervisor Differential Amount	Record ID Req	Mod	Added "Dup" indicator.	
47	Employee Pay Rate	Retention Allowance Amount	Record ID Req	Mod	Added "Dup" indicator.	
47	Employee Pay Rate	Retention Allowance Amount	Notes	Mod	Added note regarding field no longer being collected.	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
48	Employee Pay Standing	Pay Status Type	Record ID Req	Mod	Added "Dup" indicator.	
50	Employee Position Assignment	Position Occupied Code	Record ID Req	Mod	Added "Dup" indicator.	
51	Employee Pay Standing	Pay Basis Type Code	Record ID Req	Mod	Added "Dup" indicator.	
52	Employee Pay Standing	Pay Plan Code	Record ID Req	Mod	Added "Dup" indicator.	
53	Employee Pay Standing	Pay Rate Determinant Type Code	Record ID Req	Mod	Added "Dup" indicator.	
54	Employee Pay Standing	Special Pay Table Type Code	Record ID Req	Mod	Added "Dup" indicator.	
56	Employee Position Assignment	FLSA Category Code	Record ID Req	Mod	Added "Dup" indicator.	
57	Employee Position Assignment	Bargaining Unit Code	Record ID Req	Mod	Added "Dup" indicator.	
66	Employee Retirement Standing	Creditable Military Service Years	Record ID Req	Mod	Added "Dup" indicator.	
67	Employee Retirement Standing	Creditable Military Service Months	Record ID Req	Mod	Added "Dup" indicator.	
67	Employee Retirement Standing	Creditable Military Service Months	Notes	Add	Clarified field rules.	
68	Employee Retirement Standing	Creditable Military Service Days	Notes	Add	Clarified field rules.	
69	Performance Appraisal	Rating of Record Level Code	Record ID Req	Mod	Added "Dup" indicator.	
70	Performance Appraisal	Rating of Record Pattern Code	Record ID Req	Mod	Added "Dup" indicator.	
72	Performance Appraisal	Rating Record Period End Date	Record ID Req	Mod	Added "Dup" indicator.	
73	Employee Tenure	Tenure Code	Record ID Req	Mod	Added "Dup" indicator.	
75	FEGLI Election	Federal Employees' Group Life Insurance FEGLI Code	Record ID Req	Mod	Added "Dup" indicator.	
79	FEHB Election	Federal Employees Health Benefits FEHB Plan Code	Record ID Req	Mod	Added "Dup" indicator.	
85	FERS Election	Federal Employees Retirement System FERS Coverage Code	Record ID Req	Mod	Added "Dup" indicator.	
88	Retained Position	Retained Grade, Level, Class, Rank, or Pay	Record ID Req	Mod	Added "Dup" indicator.	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
		Band Code				
89	Retained Position	Retained Pay Plan Code	Record ID Req	Mod	Added "Dup" indicator.	
90	Retained Position	Retained Step or Rate Type Code	Record ID Req	Mod	Added "Dup" indicator.	
107	Leave Service Computation Date	Leave Service Computation Date	Record ID Req	Mod	Added "Dup" indicator.	
110	Employee Retirement Standing	Retirement System Type Code	Record ID Req	Mod	Added "Dup" indicator.	
112	Employee Retirement Standing	Frozen Service Years	Record ID Req	Mod	Added "Dup" indicator.	
113	Employee Retirement Standing	Frozen Service Months	Record ID Req	Mod	Added "Dup" indicator.	
113	Employee Retirement Standing	Frozen Service Months	Notes	Add	Clarified field rules.	
114	Employee Retirement Standing	Frozen Service Days	Notes	Add	Clarified field rules.	
115	Employee Position Assignment	Current Appointment Authority Code 1	Record ID Req	Mod	Added "Dup" indicator.	
116	Employee Position Assignment	Current Appointment Authority Code 2	Record ID Req	Mod	Added "Dup" indicator.	
167	Employee	Ethnicity and Race Identification Code	Definition	Mod	Clarified definition.	
167	Employee	Ethnicity and Race Identification Code	Notes	Mod	Clarified notes.	

C.2.7 Version 4.0

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
3	Employee ID	EHRI Employee ID	Priority	Mod	Changed to a "4".	Priority reassignment.
3	Employee ID	EHRI Employee ID	Notes	Mod	Updated notes for element.	
641	Service Obligation Period	Service Obligation Type Code 1	Priority	Mod	Changed to a "2"	Priority reassignment.
639	Service Obligation Period	Service Obligation End Date 1	Priority	Mod	Changed to a "2"	Priority reassignment.
641	Service Obligation Period	Service Obligation Type Code 2	Priority	Mod	Changed to a "2"	Priority reassignment.
639	Service Obligation Period	Service Obligation End Date 2	Priority	Mod	Changed to a "2"	Priority reassignment.
641	Service Obligation Period	Service Obligation Type Code 3	Priority	Mod	Changed to a "2"	Priority reassignment.

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
639	Service Obligation Period	Service Obligation End Date 3	Priority	Mod	Changed to a "2"	Priority reassignment.
641	Service Obligation Period	Service Obligation Type Code 4	Priority	Mod	Changed to a "2"	Priority reassignment.
639	Service Obligation Period	Service Obligation End Date 4	Priority	Mod	Changed to a "2"	Priority reassignment.
641	Service Obligation Period	Service Obligation Type Code 1	Notes	Mod	Added valid values to column.	
641	Service Obligation Period	Service Obligation Type Code 2	Notes	Mod	Added valid values to column.	
641	Service Obligation Period	Service Obligation Type Code 3	Notes	Mod	Added valid values to column.	
641	Service Obligation Period	Service Obligation Type Code 4	Notes	Mod	Added valid values to column.	
745	Employee Position Assignment	Appointment Type Code	Priority	Mod	Changed to a "4"	Priority reassignment.
745	Employee Position Assignment	Appointment Type Code	Notes	Mod	Modified definition.	This field is not needed – it will be calculated as in CPDF.
1030	Employee Position Assignment	Part Time Hours	Priority	Mod	Changed to a "1"	Priority reassignment.
663	Employee Pay Rate	Special Basic Pay Supplement	Priority	Mod	Changed to a "1"	Priority reassignment.
961	Employee Pay Rate	Total Salary Rate	Priority	Mod	Changed to a "1"	Priority reassignment.
1007	Employee Pay Rate	Retention Allowance Amount	Notes	Mod	Modified definition.	
403	Military Service	Military Character of Service Code	Priority	Mod	Changed to a "3"	Priority reassignment.
411	Military Service	Military Service Serial Number	Priority	Mod	Changed to a "3"	Priority reassignment.
413	Military Service	Military Service Start Date	Priority	Mod	Changed to a "3"	Priority reassignment.
412	Military Service	Military Service End Date	Priority	Mod	Changed to a "3"	Priority reassignment.
401	Military Service	Military Branch Type Code	Priority	Mod	Changed to a "3"	Priority reassignment.
407	Military Service	Military Discharge Type Code	Priority	Mod	Changed to a "3"	Priority reassignment.
1018	Employee Retirement Standing	Creditable Military Service Days	Priority	Mod	Changed to a "3"	Priority reassignment.
565	Performance Appraisal	Rating Record Period Start Date	Priority	Mod	Changed to a "2"	Priority reassignment.
79	Employee Tenure	Career Tenure Authority Code	Priority	Mod	Changed to a "2"	Priority reassignment.
212	FEGLI Election Life Change Event	Federal Employees' Group Life Insurance FEGLI Life Change Code	Priority	Mod	Changed to a "3"	Priority reassignment.

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
165	FEGLI Election Life Change Event	Federal Employees' Group Life Insurance FEGLI Life Event Date	Priority	Mod	Changed to a "3"	Priority reassignment.
162	FEGLI Election	Federal Employees' Group Life Insurance FEGLI Election Effective Date	Priority	Mod	Changed to a "3"	Priority reassignment.
252	FEHB Election Life Change Event	FEHB Event Code	Priority	Mod	Changed to a "3"	Priority reassignment.
688	Thrift Savings Plan Election	Thrift Savings Plan TSP Eligibility Date	Priority	Mod	Changed to a "3"	Priority reassignment.
685	Thrift Savings Plan Election	Thrift Savings Plan TSP Effective Date	Priority	Mod	Changed to a "3"	Priority reassignment.
687	Thrift Savings Plan Election	Thrift Savings Plan TSP Election Contribution Percent	Priority	Mod	Changed to a "3"	Priority reassignment.
1021	Thrift Savings Plan Election	Thrift Savings Plan TSP Election Contribution Amount	Priority	Mod	Changed to a "3"	Priority reassignment.
270	FERS Election	Federal Employees Retirement System FERS Election Date	Priority	Mod	Changed to a "3"	Priority reassignment.
276	FERS Election	Federal Employees Retirement System FERS Election Indicator	Priority	Mod	Changed to a "3"	Priority reassignment.
63	Benefits Continuation FEGLI Election	Benefits Continuation Federal Employees Group Life Insurance FEGLI Indicator	Priority	Mod	Changed to a "4"	Priority reassignment.
60	Benefits Continuation FEGLI Election	Benefits Continuation Employees Group Life Insurance FEGLI Election Date	Priority	Mod	Changed to a "4"	Priority reassignment.
61	Benefits Continuation FEGLI Election	Benefits Continuation Employees Group Life Insurance FEGLI Election Notification Date	Priority	Mod	Changed to a "4"	Priority reassignment.
64	Benefits Continuation FEHB Election	Benefits Continuation Federal Employee Health Benefits FEHB Indicator	Priority	Mod	Changed to a "4"	Priority reassignment.
60	Benefits Continuation FEHB Election	Benefits Continuation Federal Employee Health Benefits FEHB Election Date	Priority	Mod	Changed to a "4"	Priority reassignment.

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
61	Benefits Continuation FEHB Election	Benefits Continuation Federal Employee Health Benefits FEHB Election Notification Date	Priority	Mod	Changed to a "4"	Priority reassignment.
65	Benefits Continuation Retirement Election	Benefits Continuation Retirement Indicator	Priority	Mod	Changed to a "4"	Priority reassignment.
60	Benefits Continuation Retirement Election	Benefits Continuation Retirement Election Date	Priority	Mod	Changed to a "4"	Priority reassignment.
61	Benefits Continuation Retirement Election	Benefits Continuation Retirement Election Notification Date	Priority	Mod	Changed to a "4"	Priority reassignment.
67	FEHB Benefits Continuation Insufficient Pay	Benefits Continuation Termination Insufficient Pay Election Date	Priority	Mod	Changed to a "4"	Priority reassignment.
70	FEHB Benefits Continuation Insufficient Pay	Benefits Continuation Termination Insufficient Pay Notification Date	Priority	Mod	Changed to a "4"	Priority reassignment.
72	FEHB Benefits Continuation Insufficient Pay	Benefits Continuation Termination Insufficient Pay Payment Type Code	Priority	Mod	Changed to a "4"	Priority reassignment.
604	Thrift Savings Plan Service Computation Date	Thrift Savings Plan Service Computation Date	Priority	Mod	Changed to a "2"	Priority reassignment.
319	Intergovernmental Personnel Act	Intergovernmental Personnel Act IPA Entitlements Benefits Notification Text	Priority	Mod	Changed to a "3"	Priority reassignment.
112	Employee Retirement Standing	Disability Retirement Notification Date	Priority	Mod	Changed to a "3"	Priority reassignment.
1020	Employee Retirement Standing	Frozen Service Days	Priority	Mod	Changed to a "3"	Priority reassignment.
532	Work Address	Work Address Line 1	Priority	Mod	Changed to a "3"	Priority reassignment.
533	Work Address	Work Address Line 2	Priority	Mod	Changed to a "3"	Priority reassignment.
534	Work Address	Work Address Line 3	Priority	Mod	Changed to a "3"	Priority reassignment.
535	Work Address	Work Address Line 4	Priority	Mod	Changed to a "3"	Priority reassignment.
415	Work Address	Work City	Priority	Mod	Changed to a "3"	Priority reassignment.
414	Work Address	Work Geographic Locator Code	Priority	Mod	Changed to a "3"	Priority reassignment.
668	Work Address	Work State Code	Priority	Mod	Changed to a "3"	Priority reassignment.

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
538	Work Address	Work Postal Code	Priority	Mod	Changed to a "3"	Priority reassignment.
575	Work Address	Work Region	Priority	Mod	Changed to a "3"	Priority reassignment.
1004	Work Address	Work Country Code	Priority	Mod	Changed to a "3"	Priority reassignment.
127	Employee Work Email	Employee Work Email	Priority	Mod	Changed to a "3"	Priority reassignment.
679	Work Phone	Work Phone Number	Priority	Mod	Changed to a "3"	Priority reassignment.
679	Home Phone	Home Phone Number	Priority	Mod	Changed to a "3"	Priority reassignment.
679	Cell Phone	Cell Phone Number	Priority	Mod	Changed to a "3"	Priority reassignment.
430	Emergency Contact	Emergency Contact Family Name 1	Priority	Mod	Changed to a "3"	Priority reassignment.
431	Emergency Contact	Emergency Contact Given Name 1	Priority	Mod	Changed to a "3"	Priority reassignment.
432	Emergency Contact	Emergency Contact Middle Name 1	Priority	Mod	Changed to a "3"	Priority reassignment.
433	Emergency Contact	Emergency Contact Name Suffix 1	Priority	Mod	Changed to a "3"	Priority reassignment.
800	Emergency Contact	Emergency Contact Information Update Date 1	Priority	Mod	Changed to a "3"	Priority reassignment.
679	Emergency Contact Phone Number	Emergency Contact Phone Number 1	Priority	Mod	Changed to a "3"	Priority reassignment.
430	Emergency Contact	Emergency Contact Family Name 2	Priority	Mod	Changed to a "3"	Priority reassignment.
431	Emergency Contact	Emergency Contact Given Name 2	Priority	Mod	Changed to a "3"	Priority reassignment.
432	Emergency Contact	Emergency Contact Middle Name 2	Priority	Mod	Changed to a "3"	Priority reassignment.
433	Emergency Contact	Emergency Contact Name Suffix 2	Priority	Mod	Changed to a "3"	Priority reassignment.
800	Emergency Contact	Emergency Contact Information Update Date 2	Priority	Mod	Changed to a "3"	Priority reassignment.
679	Emergency Contact Phone Number	Emergency Contact Phone Number 2	Priority	Mod	Changed to a "3"	Priority reassignment.
1071	Employee	Ethnicity and Race Identification Code	Priority	Mod	Changed to a "1"	Priority reassignment.
1071	Employee	Ethnicity and Race Identification Code	Notes	Mod	Modified notes.	Clarified rules for when this should be populated.
	FEHB Election	Federal Employees Health Benefits FEHB Election Effective Date	All	Add	Added data element to status.	
37	Employee Position Assignment	Appointment Not to Exceed NTE Date	All	Add	Added data element to status.	

C.3   Dynamics Record

C.3.1 Version 2.0

EHRI Ref #	Category	Element Name	Affected Column	Action	Action Details	Comments
436	Personnel Action	Nature of Action Code 1	Datatype	Mod	Modified datatype from VARCHAR(3) to VARCHAR(4).	Increased field size for future growth.
381	Personnel Action	Legal Authority Code 1	Reporting Criteria	Mod	Modified to the correct value of Mandatory instead of Optional.	"
436	Personnel Action	Nature of Action Code 2	Datatype	Mod	"	"
436	Personnel Action	Nature of Action Being Corrected	Datatype	Mod	"	"
37	Personnel Action	Appointment Not to Exceed NTE Date	All	Add	Added as a new data element	New data element required for certain appointment actions, such as those pertaining to the Intergovernmental Personnel Act.
516	Personnel Action	Personnel Office Identifier Code	Reporting Criteria	Mod	Modified from Mandatory to Critical	
1022	Personnel Action	Agency Use Code Field	All	Add	Added as a new data element	Agency specific field on the SF-50. Added to fulfill eOPF data requirements.
1023	Personnel Action	Agency Use Text Field	All	Add	Added as a new data element	Agency specific field on the SF-50. Added to fulfill eOPF data requirements.
1024	Personnel Action	Veterans Preference for RIF Indicator	All	Add	Added as a new data element	Added to ensure that EHRI is capturing the data behind all fields on the SF-50. Added in part to fulfill eOPF data requirements.
184	Personnel Action	Federal Employees' Group Life Insurance FEGLI Code	All	Add	Added as a new data element	Added to ensure that EHRI is capturing the data behind all fields on the SF-50. Added in part to fulfill eOPF data requirements.
29	Personnel Action	Annuitant Code	All	Add	Added as a new data element	Added to ensure that EHRI is capturing the data behind all fields on the SF-50. Added in part to fulfill eOPF data requirements.
286	Personnel Action	FLSA Category Code	All	Add	Added as a new data element	Added to ensure that EHRI is capturing the data behind all fields on the SF-50. Added in part to fulfill eOPF data requirements.

EHRI Ref #	Category	Element Name	Affected Column	Action	Action Details	Comments
38	Personnel Action	Appropriation Code	All	Add	Added as a new data element	Added to ensure that EHRI is capturing the data behind all fields on the SF-50. Added in part to fulfill eOPF data requirements.
50	Personnel Action	Bargaining Unit Code	All	Add	Added as a new data element	Added to ensure that EHRI is capturing the data behind all fields on the SF-50. Added in part to fulfill eOPF data requirements.
1017, 95, 1018	Personnel Action	Creditable Military Service Months	All	Add	Separated Creditable Military Service Months to Years, Months, and Days components.	Instead of just asking for the total months of creditable military service, we are now asking for the years, months, and days components that together, make up an employees service history.
293	Personnel Action	Frozen Service Month Count	Name	Mod	Renamed to "Frozen Service Months" to be consistent with Creditable Military Service data elements.	
1019, 293, 1020	Personnel Action	Frozen Service Months	All	Add	Separated Frozen Service Months to Years, Months, and Days components.	Instead of just asking for the total months of frozen service, we are now asking for the years, months, and days components that together, make up an employees service history.
311	Personnel Action	Instructional Program Code	Datatype	Mod	Modified datatype from VARCHAR(4) to the correct value of VARCHAR(6).	
1027	Personnel Action Modification Action	Prior Position Title	All	Add	Added as a new data element	Added to ensure that EHRI is capturing the data behind all fields on the SF-50. Added in part to fulfill eOPF data requirements.
1029	Personnel Action Modification Action	Prior Position Number	All	Add	Added as a new data element	Added to ensure that EHRI is capturing the data behind all fields on the SF-50. Added in part to fulfill eOPF data requirements.
1026	Personnel Action Modification Action	Prior Position Organization	All	Add	Added as a new data element	Added to ensure that EHRI is capturing the data behind all fields on the SF-50. Added in part to fulfill eOPF data requirements.

EHRI Ref #	Category	Element Name	Affected Column	Action	Action Details	Comments
1028	Personnel Action Modification Action	Position Number	All	Add	Added as a new data element	Added to ensure that EHRI is capturing the data behind all fields on the SF-50. Added in part to fulfill eOPF data requirements.
1025	Personnel Action Modification Action	Position Organization	All	Add	Added as a new data element	Added to ensure that EHRI is capturing the data behind all fields on the SF-50. Added in part to fulfill eOPF data requirements.
961/1010	Personnel Action Modification Action	Prior Pay Total Annualized	EHRI Ref #, Name and Definition	Mod	Associated a different EHRI Ref # for this element. Renamed "Prior Pay Total Annualized" to "Prior Total Pay Rate" and modified the definition to be more correct since not employees have an "annualized" pay rate. This is to remain consistent with the HR Status record specification.	
961	Personnel Action Modification Action	Pay Total Annualized	Name and Definition	Mod	Renamed "Pay Total Annualized" to "Total Pay Rate" and modified the definition to be more correct since not employees have an "annualized" pay rate. This is to remain consistent with the HR Status record specification.	
1030	Personnel Action Modification Action	Part Time Hours	All	Add	Added as a new data element	Added to ensure that EHRI is capturing the data behind all fields on the SF-50. Added in part to fulfill eOPF data requirements.
1031	Personnel Data Agency Data	Agency Data 1	All	Add	Added as a new data element	Agency specific field on the SF-50. Added to fulfill eOPF data requirements.
1032	Personnel Data Agency Data	Agency Data 2	All	Add	Added as a new data element	Agency specific field on the SF-50. Added to fulfill eOPF data requirements.
1033	Personnel Data Agency Data	Agency Data 3	All	Add	Added as a new data element	Agency specific field on the SF-50. Added to fulfill eOPF data requirements.
1034	Personnel Data Agency Data	Agency Data 4	All	Add	Added as a new data element	Agency specific field on the SF-50. Added to fulfill eOPF data requirements.
1035	Personnel Data Agency Data	Agency Data 5	All	Add	Added as a new data element	Agency specific field on the SF-50. Added to fulfill eOPF data requirements.

EHRI Ref #	Category	Element Name	Affected Column	Action	Action Details	Comments
510	Personnel Action Authorizer	Personnel Action Approval Date	Reporting Criteria	Mod	Modified from Mandatory to Critical	
430	Personnel Action Authorizer	Personnel Action Authorizer Family Name	Reporting Criteria	Mod	Modified from Mandatory to Critical	
431	Personnel Action Authorizer	Personnel Action Authorizer Given Name	Reporting Criteria	Mod	Modified from Mandatory to Critical	

C.3.2 Version 3.0

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
436	Personnel Action	Nature of Action Code 1 Nature of Action Code 2	Definition	Mod	Modified definition to remove the statement "except those series 900 codes that document detail assignments or supervisor/manager probation completion)" from the definition.	Agencies should NOT report any 900 NOAs to EHRI.
1018	Personnel Action	Creditable Military Service Days	Definition	Mod	Updated definition text.	This version of the ICD now distinguishes between Policy Reporting Requirement and System Reporting Requirement. See Appendix A For exact definitions of the different reporting requirement types and values.
40	Personnel Action Award	Award Dollars	Definition	Mod	Updated definition text.	"Mandatory" fields must be provided or the system cannot process that record. "Optional" fields can be empty and still be processed by the system. See Appendix A for exact definitions of the different reporting requirement types and values.
976	Personnel Action Award	Award Percent	Definition	Mod	Updated definition text.	
961	Personnel Action Modification Action	Total Pay Rate	Policy Rep Req	Mod	Modified data element to specify it as a "Critical" data element.	This data element was not marked as "Critical" in the previous release of the ICD, but should have been.
1031	Personnel Action Agency Data	Agency Data 1	Data Concept	Mod	Corrected mistake in concept name.	This change should not affect the file format.
1032	Personnel Action Agency Data	Agency Data 2	Data Concept	Mod	Corrected mistake in concept name.	This change should not affect the file format.

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
1033	Personnel Action Agency Data	Agency Data 3	Data Concept	Mod	Corrected mistake in concept name.	This change should not affect the file format.
1034	Personnel Action Agency Data	Agency Data 4	Data Concept	Mod	Corrected mistake in concept name.	This change should not affect the file format.
1035	Personnel Action Agency Data	Agency Data 5	Data Concept	Mod	Corrected mistake in concept name.	This change should not affect the file format.

C.3.3 Version 3.1

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
965	Personnel Action Modification Action	Prior Grade, Level, Class, Rank, or Pay Band Code	EHRI Ref #	Mod	Changed EHRI Ref # from 298 to 965.	
965	Personnel Action Modification Action	Grade, Level, Class, Rank, or Pay Band Code	EHRI Ref #	Mod	Changed EHRI Ref # from 298 to 965.	
691	Personnel Action Award	Award Hours	Definition	Mod	Clarified data element's definition.	
976	Personnel Action Award	Award Percent	Definition	Mod	Clarified data element's definition.	

C.3.4 Version 3.2

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
None						

C.3.5 Version 3.3

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
N/A	N/A	N/A	Record ID Req	Mod	Renamed column header from "Record ID Requirement" to better fit the column.	
N/A	N/A	N/A	Codes	Mod	Changed all references to Appendix "C" to Appendix "A". This was a formatting problem with the document that was not identified in prior revisions.	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
963	Personnel Action Modification Action	Prior Basic Pay	Definition	Mod	Removed reference to annualization of this field. Amounts should not be annualized but sent in the proper amount for the rate as defined in the pay basis type. Some amounts will be an annual amount, others may reflect hourly, daily, etc.	
52	Personnel Action Modification Action	Basic Pay Amount	Definition	Mod	Removed reference to annualization of this field. Amounts should not be annualized but sent in the proper amount for the rate as defined in the pay basis type. Some amounts will be an annual amount, others may reflect hourly, daily, etc.	
1070	Personnel Action Modification Action	Prior Special Rate Supplement	All	Add	Added new element to break out any special rate supplement from the locality pay amount. The Status file already had this breakout but it was not on the CPDF file as a separate field. EHRI will track as separate amount.	
663	Personnel Action Modification Action	Special Rate Supplement	All	Add	Added new element to break out any special rate supplement from the locality pay amount. The Status file already had this breakout but it was not on the CPDF file as a separate field. EHRI will track as separate amount.	
1071	Employee	Ethnicity and Race Identification Code	All	Add	Added new element.	Effective January 1, 2006.

C.3.6 Version 3.4

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
1	Employee ID	Social Security Number	Record ID Req	Mod	Added "Dup" indicator.	
2	Employee ID	Birth Date	Definition	Mod	Clarified definition.	
2	Employee ID	Birth Date	Notes	Mod	Clarified notes.	
4	Employee ID	Agency Subelement Code	Record ID Req	Mod	Added "Dup" indicator.	
5	Personnel Action	Personnel Action Effective Date	Record ID Req	Mod	Added "Dup" indicator.	
6	Personnel Action	Nature of Action Code 1	Record ID Req	Mod	Added "Dup" indicator.	
7	Personnel Action	Legal Authority Code 1	Record ID Req	Del	Removed required field indicator.	
9	Personnel Action	Nature of Action Code 2	Record ID Req	Mod	Added "Dup" indicator.	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
41	Personnel Action	Creditable Military Service Months	Notes	Mod	Clarified field rules.	
42	Personnel Action	Creditable Military Service Days	Notes	Mod	Clarified field rules.	
44	Personnel Action	Frozen Service Months	Notes	Mod	Clarified field rules.	
45	Personnel Action	Frozen Service Days	Notes	Mod	Clarified field rules.	
46	Personnel Action	Retirement Previous Coverage Indicator	Notes	Mod	Clarified field values.	
65	Personnel Action Modification Action	Prior Step or Rate Type Code	Definition	Mod	Clarified definition.	
67	Personnel Action Modification Action	Prior Total Salary Rate	Name	Mod	Previously named "Prior Total Pay Rate"	
67	Personnel Action Modification Action	Prior Total Salary Rate	Definition	Mod	Clarified definition.	
68	Personnel Action Modification Action	Prior Basic Pay Rate	Name	Mod	Previously named "Prior Basic Pay"	
68	Personnel Action Modification Action	Prior Basic Pay Rate	Definition	Mod	Clarified definition.	
69	Personnel Action Modification Action	Prior Adjusted Basic Pay Rate	Name	Mod	Previously named "Prior Adjusted Basic Pay Amount"	
69	Personnel Action Modification Action	Prior Adjusted Basic Pay Rate	Definition	Mod	Clarified definition.	
70	Personnel Action Modification Action	Prior Standard Basic Pay Supplement	Name	Mod	Previously named "Prior Locality Pay Amount"	
70	Personnel Action Modification Action	Prior Standard Basic Pay Supplement	Definition	Mod	Clarified definition.	
83	Personnel Action Modification Action	Grade, Level, Class, Rank, or Pay Band Code	EHRI Ref #	Mod	Fixed erroneous number.	
84	Personnel Action Modification Action	Step or Rate Type Code	Definition	Mod	Clarified definition	
86	Personnel Action Modification Action	Total Salary Rate	Name	Mod	Previously named "Total Pay Rate"	
86	Personnel Action Modification Action	Total Salary Rate	Definition	Mod	Clarified definition	
87	Personnel Action Modification Action	Basic Pay Rate	Name	Mod	Previously named "Basic Pay Amount"	
87	Personnel Action Modification Action	Basic Pay Rate	Definition	Mod	Clarified definition	
88	Personnel Action Modification Action	Adjusted Basic Pay Rate	Name	Mod	Previously named "Adjusted Basic Pay Amount"	
88	Personnel Action Modification Action	Adjusted Basic Pay Rate	Definition	Mod	Clarified definition	
89	Personnel Action Modification Action	Standard Basic Pay Supplement	Name	Mod	Previously named "Locality Pay Amonut"	
89	Personnel Action Modification Action	Standard Basic Pay Supplement	Definition	Mod	Clarified definition	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
91	Personnel Action Modification Action	Retention Allowance Amount	Notes	Add	Added note regarding data not being collected.	
111	Personnel Action Modification Action	Prior Special Basic Pay Supplement	Name	Mod	Previously named "Prior Special Rate Supplement"	
111	Personnel Action Modification Action	Prior Special Basic Pay Supplement	Definition	Mod	Clarified definition	
111	Personnel Action Modification Action	Special Basic Pay Supplement	Name	Mod	Previously named "Special Rate Supplement"	
111	Personnel Action Modification Action	Special Basic Pay Supplement	Definition	Mod	Clarified definition	
113	Employee	Ethnicity and Race Identification Code	Notes	Mod	Clarified notes	

C.3.7 Version 4.0

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
652	Employee ID	Social Security Number	Retirement	Add	Added "Y"	
74	Employee ID	Birth Date	Retirement	Add	Added "Y"	
74	Employee ID	Birth Date	Record Identifier	Mod	Added "Dup" indicator	
999	Employee ID	EHRI Employee ID	Retirement	Add	Added "Y"	
999	Employee ID	EHRI Employee ID	Priority	Mod	Changed to a "3"	Priority reassignment
999	Employee ID	EHRI Employee ID	Notes	Mod	Clarified processing notes for field	
17	Employee ID	Agency Subelement Code	Retirement	Add	Added "Y"	
513	Personnel Action	Personnel Action Effective Date	Retirement	Add	Added "Y"	
436	Personnel Action	Nature of Action Code 1	Retirement	Add	Added "Y"	
381	Personnel Action	Legal Authority Code 1	Retirement	Add	Added "Y"	
381	Personnel Action	Legal Authority Code 1	Record Identifier	Mod	Added "Dup" indicator	
381	Personnel Action	Legal Authority Code 2	Retirement	Add	Added "Y"	
381	Personnel Action	Legal Authority Code 2	Record Identifier	Mod	Added "Dup" indicator	
436	Personnel Action	Nature of Action Code 2	Retirement	Add	Added "Y"	
1016	Personnel Action	Nature of Action Being Corrected	Retirement	Add	Added "Y"	
1009	Personnel Action	Effective Date of Personnel Action Being Corrected	Retirement	Add	Added "Y"	
37	Personnel Action	Appointment Not to Exceed NTE Date	Priority	Mod	Changed to "2"	Priority reassignment
516	Personnel Action	Personnel Office Identifier Code	Retirement	Add	Added "Y"	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
480	Personnel Action	Organizational Component Code	Retirement	Add	Added "Y"	
776	Personnel Action	Gender Code	Retirement	Add	Added "Y"	
1015	Personnel Action	Social Security Number Being Corrected	Retirement	Add	Added "Y"	
759	Personnel Action	Veterans Preference Code	Retirement	Add	Added "Y"	
682	Personnel Action	Tenure Code	Retirement	Add	Added "Y"	
1022	Personnel Action	Agency Use Code Field	Priority	Mod	Changed to "2"	Priority reassignment
1023	Personnel Action	Agency Use Text Field	Priority	Mod	Changed to "2"	Priority reassignment
1024	Personnel Action	Veterans Preference for RIF Indicator	Retirement	Add	Added "Y"	
1024	Personnel Action	Veterans Preference for RIF Indicator	Priority	Mod	Changed to "1"	Priority reassignment
184	Personnel Action	Federal Employees' Group Life Insurance FEGLI Code	Retirement	Add	Added "Y"	
184	Personnel Action	Federal Employees' Group Life Insurance FEGLI Code	Priority	Mod	Changed to "1"	Priority reassignment
29	Personnel Action	Annuitant Code	Retirement	Add	Added "Y"	
592	Personnel Action	Retirement System Type Code	Retirement	Add	Added "Y"	
604	Personnel Action	Thrift Savings Plan Service Computation Date	Priority	Mod	Changed to "2"	Priority reassignment
521	Personnel Action	Position Occupied Code	Retirement	Add	Added "Y"	
286	Personnel Action	FLSA Category Code	Priority	Mod	Changed to "1"	Priority reassignment
286	Personnel Action	FLSA Category Code	Retirement	Add	Added "Y"	
38	Personnel Action	Appropriation Code	Priority	Mod	Changed to "2"	Priority reassignment
591	Personnel Action	Retirement Previous Coverage Indicator	Retirement	Add	Added "Y"	
565	Personnel Action Performance Appraisal	Rating of Record Period Start Date	Priority	Mod	Changed to "2"	Priority reassignment
1011	Personnel Action Modification Action	Prior Family Name	Priority	Mod	Changed to "1"	Priority reassignment
1012	Personnel Action Modification Action	Prior Given Name	Priority	Mod	Changed to "1"	Priority reassignment
1013	Personnel Action Modification Action	Prior Middle Name	Priority	Mod	Changed to "1"	Priority reassignment
1014	Personnel Action Modification Action	Prior Name Suffix	Priority	Mod	Changed to "1"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
1027	Personnel Action Modification Action	Prior Position Title	Priority	Mod	Changed to "1"	Priority reassignment
1029	Personnel Action Modification Action	Prior Position Number	Priority	Mod	Changed to "1"	Priority reassignment
1026	Personnel Action Modification Action	Prior Position Organization	Priority	Mod	Changed to "1"	Priority reassignment
1010	Personnel Action Modification Action	Prior Total Salary Rate	Priority	Mod	Changed to "1"	Priority reassignment
962	Personnel Action Modification Action	Prior Adjusted Basic Pay Rate	Priority	Mod	Changed to "1"	Priority reassignment
430	Personnel Action Modification Action	Family Name	Retirement	Add	Added "Y"	
431	Personnel Action Modification Action	Given Name	Retirement	Add	Added "Y"	
432	Personnel Action Modification Action	Middle Name	Retirement	Add	Added "Y"	
433	Personnel Action Modification Action	Name Suffix	Retirement	Add	Added "Y"	
526	Personnel Action Modification Action	Position Title	Retirement	Add	Added "Y"	
1028	Personnel Action Modification Action	Position Number	Retirement	Add	Added "Y"	
1028	Personnel Action Modification Action	Position Number	Priority	Mod	Changed to "1"	Priority reassignment
1025	Personnel Action Modification Action	Position Organization	Priority	Mod	Changed to "1"	Priority reassignment
502	Personnel Action Modification Action	Pay Plan Code	Retirement	Add	Added "Y"	
465	Personnel Action Modification Action	Occupational Series Type Code	Retirement	Add	Added "Y"	
298	Personnel Action Modification Action	Grade, Level, Class, Rank, or Pay Band Code	Retirement	Add	Added "Y"	
670	Personnel Action Modification Action	Step or Rate Type Code	Retirement	Add	Added "Y"	
497	Personnel Action Modification Action	Pay Basis Type Code	Retirement	Add	Added "Y"	
961	Personnel Action Modification Action	Total Salary Rate	Priority	Mod	Changed to "1"	Priority reassignment
6	Personnel Action Modification Action	Adjusted Basic Pay Rate	Retirement	Add	Added "Y"	
1007	Personnel Action Modification Action	Retention Allowance Amount	Notes	Mod	Updated processing notes	Clarified the fact that this element is no longer valid.
767	Personnel Action Modification Action	Work Schedule Code	Retirement	Add	Added "Y"	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
	Personnel Action Modification Action	Regular and Recurring Tour of Duty	Priority	Mod	Changed to "1"	Priority reassignment
	Personnel Action Modification Action	Regular and Recurring Tour of Duty	Name	Mod	Changed name from "Part Time Hours" to "Regular and Recurring Tour of Duty" to capture all non-standard schedules including those over and under 80 hours.	RSM requirement incorporated after final version of ICD spreadsheet was distributed on June 7, 2007.
	Personnel Action Modification Action	Regular and Recurring Tour of Duty	Definition	Mod	Changed definition from to capture all non-standard schedules including those over and under 80 hours.	RSM requirement incorporated after final version of ICD spreadsheet was distributed on June 7, 2007.
504	Personnel Action Modification Action	Pay Rate Determinant Type Code	Retirement	Add	Added "Y"	
114	Personnel Action Modification Action	Duty Station Code	Retirement	Add	Added "Y"	
1031	Personnel Action Agency Data	Agency Data 1	Priority	Mod	Changed to "2"	Priority reassignment
1032	Personnel Action Agency Data	Agency Data 2	Priority	Mod	Changed to "2"	Priority reassignment
1033	Personnel Action Agency Data	Agency Data 3	Priority	Mod	Changed to "2"	Priority reassignment
1034	Personnel Action Agency Data	Agency Data 4	Priority	Mod	Changed to "2"	Priority reassignment
1035	Personnel Action Agency Data	Agency Data 5	Priority	Mod	Changed to "2"	Priority reassignment
510	Personnel Action Authorizer	Personnel Action Approval Date	Priority	Mod	Changed to "1"	Priority reassignment
512	Personnel Action Authorizer	Personnel Action Authorizer Title	Priority	Mod	Changed to "1"	Priority reassignment
1008	Personnel Action Remark	Remarks Text	Priority	Mod	Changed to "1"	Priority reassignment
1070	Personnel Action Modification Action	Prior Special Basic Pay Supplement	Priority	Mod	Changed to "1"	Priority reassignment
663	Personnel Action Modification Action	Special Basic Pay Supplement	Priority	Mod	Changed to "1"	Priority reassignment
1071	Employee	Ethnicity and Race Identification Code	Priority	Mod	Changed to "1"	Priority reassignment
82	Employee	Citizenship Country Code	All	Add	New field added based on RSM requirements.	
	Personnel Action	Special Population Code	All	Add	New field added based on RSM requirements.	
	Personnel Action	Appointment Excluded from CSRS indicator	All	Add	New field added based on RSM requirements.	
	Personnel Action	Appointment Excluded from FERS indicator	All	Add	New field added based on RSM requirements.	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
	Personnel Action	FICA Coverage Indicator 1	All	Add	New field added based on RSM requirements.	
	Personnel Action	FICA Coverage Indicator 2	All	Add	New field added based on RSM requirements.	
	Personnel Action	Personnel Action Effective Sequence	All	Add	New field added based on RSM requirements.	
	Personnel Action Modification Action	Hypothetical Full-time Regular Tour of Duty for Part-time Employees	All	Add	New field added based on RSM requirements.	
	Personnel Action Modification Action	FEGLI Assignment Indicator	All	Add	New field added based on RSM requirements.	
	Personnel Action Modification Action	FEGLI Post-Election Basic Insurance Amount	All	Add	New field added based on RSM requirements.	
	Personnel Action Modification Action	Court Orders for FEGLI Purposes Indicator	All	Add	New field added based on RSM requirements.	
	Personnel Action Modification Action	Designation of FEGLI Beneficiaries Indicator	All	Add	New field added based on RSM requirements.	
257	Personnel Action	Federal Employees Health Benefits (FEHB) Plan Code	All	Add	New field added based on RSM requirements.	
252	Personnel Action	Federal Employees Health Benefits (FEHB) Event Code	All	Add	New field added based on RSM requirements.	
	Personnel Action	Federal Employees Health Benefits (FEHB) Effective Date	All	Add	New field added based on RSM requirements.	

C.4   Payroll Record

C.4.1 Version 2.0

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
997	Data Record	Record Action	Codes	Mod	Changed the valid code values list of "Update" to "Correct"	Per policy office request
508	Employee Pay Period Association	Payroll Office Number	Datatype	Mod	Modified from CHAR(8) to correct value of VARCHAR(35).	
980	Employee Tax Information	Tax State Code	Name	Mod	Renamed element name from "Tax State" to "Tax State Code" to be consistent with the other State Code element.	
948	Employee Tax Information	Federal Tax Exemptions Claimed	Datatype	Mod	Modified from DECIMAL(4) to correct value of NUMBER(4).	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
949	Employee Tax Information	State Tax Filing Status Type Code	Reporting Criteria	Mod	Modified from "Mandatory" to "Optional".	Not all states institute a state tax
948	Employee Tax Information	State Tax Exemption Claimed	Reporting Criteria	Mod	Modified from "Mandatory" to "Optional".	Not all states institute a state tax
948	Employee Tax Information	State Tax Exemption Claimed	Datatype	Mod	Modified from DECIMAL(4) to correct value of NUMBER(4).	
109, 107, 106	Direct Deposit	Direct Deposit Concepts	All	Del	Deleted all elements pertaining to Direct Deposit.	Per Agency feedback.
109, 107, 106, 19	Allotment	Allotment Concepts	All	Del	Deleted all elements pertaining to Allotments.	Per Agency feedback.
N/A	N/A	N/A	Definition	Mod	Updated the definition for some of the typed data elements (such as Allowance, Differential, etc.) to be more specific.	
52	Employee Pay Information	Basic Pay Amount	Name	Mod	Renamed element name from "Basic Pay Amount" to "Basic Pay Pay Period Amount" to be consistent with the other pay elements.	
6	Employee Pay	Adjusted Basic Pay Amount	All	Del	Deleted element since this data element represents the total pay rate amount, not the pay period amount. This data concept is already specified for collection in the HR Status ICD.	
393	Employee Pay	Locality Pay Amount	Name	Mod	Renamed element name from "Locality Pay Amount" to "Locality Pay Pay Period Amount" to be consistent with the other pay elements.	
23	Hazardous Duty Allowance	Hazardous Duty Allowance Amount	All	Del	Deleted element because it is really a duplication of the Hazardous Duty Pay Differential data element.	
496	Employee Hours	Part-time Hours per Biweekly Pay Period	Datatype	Mod	Modified from NUMBER(4) to correct value of DECIMAL(9,2) to be consistent with the other hours elements.	
378	Sick Leave	Sick Leave Hours Used Year to Date YTD	Datatype	Mod	Modified from DECIMAL(7,2) to correct value of DECIMAL(9,2).	
359	Leave	Leave for Civil Disturbance Used Days to Date	Datatype	Mod	Modified from NUMBER(4) to correct value of DECIMAL(9,2) to be consistent with the other days elements.	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
470	Office of Workers Compensation Program	Office of Workers Compensation Program OWCP Compensation Type Code	Name	Mod	Renamed element name from "Office of Workers Compensation OWCP Compensation Type Code" to "Office of Workers Compensation Program OWCP Compensation Type Code" to be consistent with the other code and other OWCP elements.	
627	Service Deposit/Credit Payment	Service Deposit/Credit Payment Number	Datatype	Mod	Modified from DECIMAL(4) to correct value of NUMBER(4) to be consistent with the other count elements.	

C.4.2 Version 3.0

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
None						

C.4.3 Version 3.1

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
None						

C.4.4 Version 3.2

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
N/A	N/A	N/A	Record ID Req	Mod	Renamed this column in the Payroll Record Specification table from System Rep Req and changed values to "Y" and null to be consistent with other Record Specifications in the Guide.	
N/A	N/A	N/A	ICD Seq #	Mod	As a result of the significant changes to the Record Specification, all ICD Sequence numbering has been redone in this release.	
26	Employee Hours	Alternate Work Schedule Code	Name	Mod	Renamed from AWS Indicator	
26	Employee Hours	Alternate Work Schedule Code	Codes	Mod	Changed from "Y"/"N"/"NA" to 000/001/002 codes to track specific type of schedule.	
499	Pay Period	Total Earnings in Pay Period	Name / Definition	Mod	Renamed from Pay Period Earnings and altered definition	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
695	Employee Hours	Total Hours Worked	Definition	Mod	Modified definition to clarify the exact components included in the element	
576	Employee Hours	Regular Hours Worked	Definition	Mod	Modified definition to clarify the exact components included in the element	
314	Employee Hours	Intermittent Service Days	Definition	Mod	Changed "time" period to "pay" period.	
496	Employee Hours	Part-time Hours per Biweekly Pay Period	Definition	Mod	Clarified intent of data element.	
483	Sunday Premium Pay	Sunday Premium Pay Amount	Data Concept / Name	Mod	Added "Premium" to name to correctly identify concept	
485	Sunday Premium Pay	Sunday Hours Worked	Data Concept	Mod	Added "Premium" to name to correctly identify concept	
483	Holiday Premium Pay	Holiday Premium Pay Amount	Data Concept / Name	Mod	Added "Premium" to name to correctly identify concept	
485	Holiday Premium Pay	Holiday Hours Worked	Data Concept	Mod	Added "Premium" to name to correctly identify concept	
483	Overtime Pay	Overtime Pay Amount	All	Add	Created new element to track both Regular and Irregular Overtime since not all providers can break this out	
485	Overtime Pay	Overtime Hours Worked	All	Add	Created new element to track both Regular and Irregular Overtime since not all providers can break this out	
483	Regular Overtime Pay	Regular Overtime Pay Amount	All	Del	Created new element to track both Regular and Irregular Overtime since not all providers can break this out	
485	Regular Overtime Pay	Regular Overtime Hours Worked	All	Del	Created new element to track both Regular and Irregular Overtime since not all providers can break this out	
483	Irregular Overtime Pay	Irregular Overtime Pay Amount	All	Del	Created new element to track both Regular and Irregular Overtime since not all providers can break this out	
485	Irregular Overtime Pay	Irregular Overtime Hours Worked	All	Del	Created new element to track both Regular and Irregular Overtime since not all providers can break this out	
103	Hazardous Duty	Hazardous Duty Amount	Name / Definition	Mod	Removed "Differential" from name and definition to accurately describe element.	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
984	Hazardous Duty	Hazardous Duty Hours	Name / Definition	Mod	Removed "Differential" from name and definition to accurately describe element.	
103	Night Differential	Night Differential Amount	Definition	Mod	Clarified this element to specify application to FWS employees only.	
984	Night Differential	Night Differential Hours	Definition	Mod	Clarified this element to specify application to FWS employees only.	
23	Post Cost of Living Allowance	Post Cost of Living Allowance Amount	All	Del	Split this into two new elements to track Foreign and Non-Foreign amounts	
23	Cost of Living Allowance – Foreign Area	Cost of Living Allowance – Foreign Area Amount	All	Add	Split out of the previous Post Cost of Living Allowance Amount into Foreign Area only amount.	
23	Cost of Living Allowance – Non Foreign Area	Cost of Living Allowance – Non Foreign Area Amount	All	Add	Split out of the previous Post Cost of Living Allowance Amount into Non Foreign Area only amount.	
23	Retention Incentive	Retention Incentive Amount	Data Concept / Name / Definition	Mod	Changed from "Allowance" to "Incentive" to more accurately describe program element	
23	Danger Pay	Danger Pay Amount	Data Concept / Name / Definition	Mod	Changed from "Allowance" to "Pay" to more accurately describe element.	
380	Annual Leave	Annual Leave Accrued YTD Current Balance Hours	Name / Definition	Mod	Added "Accrued" to better describe element being collected.	
378	Restored Annual Leave	Restored Annual Leave Hours Used YTD	All	Del	Split this element into buckets to track leave expiring in 1, 2 and 3 years as well as non-expiring leave.	
380	Restored Annual Leave	Restored Annual Leave Current Balance Hours	All	Del	Split this element into buckets to track leave expiring in 1, 2 and 3 years as well as non-expiring leave.	
361	Restored Annual Leave	Restored Annual Leave Hours Used	All	Del	Split this element into buckets to track leave expiring in 1, 2 and 3 years as well as non-expiring leave.	
360	Restored Annual Leave	Restored Annual Leave Hours Earned	All	Del	Invalid concept – restored annual leave hours are not earned.	
378	Restored Annual Leave – Year 1	Restored Annual Leave Hours Used YTD – Year 1	All	Add	Created split out for restored annual leave to track hours expiring in year 1.	
380	Restored Annual Leave – Year 1	Restored Annual Leave Current Balance Hours – Year 1	All	Add	Created split out for restored annual leave to track hours expiring in year 1.	
361	Restored Annual Leave – Year 1	Restored Annual Leave Hours Used – Year 1	All	Add	Created split out for restored annual leave to track hours expiring in year 1.	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
378	Restored Annual Leave – Year 2	Restored Annual Leave Hours Used YTD – Year 2	All	Add	Created split out for restored annual leave to track hours expiring in year 2.	
380	Restored Annual Leave – Year 2	Restored Annual Leave Current Balance Hours – Year 2	All	Add	Created split out for restored annual leave to track hours expiring in year 2.	
361	Restored Annual Leave – Year 2	Restored Annual Leave Hours Used – Year 2	All	Add	Created split out for restored annual leave to track hours expiring in year 2.	
378	Restored Annual Leave – Year 3	Restored Annual Leave Hours Used YTD – Year 3	All	Add	Created split out for restored annual leave to track hours expiring in year 3.	
380	Restored Annual Leave – Year 3	Restored Annual Leave Current Balance Hours – Year 3	All	Add	Created split out for restored annual leave to track hours expiring in year 3.	
361	Restored Annual Leave – Year 3	Restored Annual Leave Hours Used – Year 3	All	Add	Created split out for restored annual leave to track hours expiring in year 3.	
378	Restored Annual Leave – Non Expiring	Restored Annual Leave Hours Used YTD – Non Expiring	All	Add	Created split out for restored annual leave to track non-expiring hours	
380	Restored Annual Leave – Non Expiring	Restored Annual Leave Current Balance Hours – Non Expiring	All	Add	Created split out for restored annual leave to track non-expiring hours	
361	Restored Annual Leave – Non Expiring	Restored Annual Leave Hours Used – Non Expiring	All	Add	Created split out for restored annual leave to track non-expiring hours	
1006	Employee Pay	Basic Pay Amount by Pay Period	Name	Mod	Renamed field to clarify data element	
8	Employee Pay	Adjusted Basic Pay Amount by Pay Period	Name	Mod	Renamed field to clarify data element	
7	Employee Pay	Locality Pay Amount by Pay Period	Name	Mod	Renamed field to clarify data element	
393	Employee Pay	Locality Pay Amount YTD	Name	Mod	Renamed field to clarify data element	
483	Sunday Premium Pay	Sunday Premium Pay Amount	Definition	Mod	Simplified definition	
483	Holiday Premium Pay	Holiday Premium Pay Amount	Definition	Mod	Simplified definition	
483	Standby Duty Pay	Standby Duty Pay Amount	Definition	Mod	Simplified definition	
483	Administratively Uncontrollable Overtime Pay	Administratively Uncontrollable Overtime Pay Amount	Definition	Mod	Simplified definition	
483	Availability Pay	Availability Pay Amount	Definition	Mod	Simplified definition	
483	Title 38 Pay	Title 38 Pay Amount	Definition	Mod	Simplified definition	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
483	Night Pay	Night Pay Amount	All	Add	Added element for GS employees	
485	Night Pay	Night Pay Hours Worked	All	Add	Added element for GS employees	
378	Credit Hours	Credit Hours Used YTD	Name / Definition	Mod	Changed from "Leave" to "Hours" to better describe element	
380	Credit Hours	Credit Hours YTD Current Balance Hours	Name / Definition	Mod	Changed from "Leave" to "Hours" to better describe element	
360	Credit Hours	Credit Hours Earned	Name / Definition	Mod	Changed from "Leave" to "Hours" to better describe element	
361	Credit Hours	Credit Hours Used	Name / Definition	Mod	Changed from "Leave" to "Hours" to better describe element	
49	Credit Hours	Balance Credit Hours	Name / Definition	Mod	Changed from "Leave" to "Hours" to better describe element	
378	Military Leave	Military Leave Hours Used YTD	All	Del	Split element out to separate fields to track 5 U.S.C. 6323 break outs.	Numerous report requests related to these breakouts have prompted this change.
380	Military Leave	Military Leave YTD Current Balance Hours	All	Del	Split element out to separate fields to track 5 U.S.C. 6323 break outs.	"
361	Military Leave	Military Leave Hours Used	All	Del	Split element out to separate fields to track 5 U.S.C. 6323 break outs.	"
378	Military Leave 5 U.S.C. 6323(a)	Military Leave 5 U.S.C. 6323(a) Hours Used YTD	All	Add	Split Military Leave element out to separate fields to track 5 U.S.C. 6323(a) break outs.	"
380	Military Leave 5 U.S.C. 6323(a)	Military Leave 5 U.S.C. 6323(a) YTD Current Balance Hours	All	Add	Split Military Leave element out to separate fields to track 5 U.S.C. 6323(a) break outs.	"
361	Military Leave 5 U.S.C. 6323(a)	Military Leave 5 U.S.C. 6323(a) Hours Used	All	Add	Split Military Leave element out to separate fields to track 5 U.S.C. 6323(a) break outs.	"
378	Military Leave 5 U.S.C. 6323(b)	Military Leave 5 U.S.C. 6323(b) Hours Used YTD	All	Add	Split Military Leave element out to separate fields to track 5 U.S.C. 6323(b) break outs.	"
380	Military Leave 5 U.S.C. 6323(b)	Military Leave 5 U.S.C. 6323(b) YTD Current Balance Hours	All	Add	Split Military Leave element out to separate fields to track 5 U.S.C. 6323(b) break outs.	"
361	Military Leave 5 U.S.C. 6323(b)	Military Leave 5 U.S.C. 6323(b) Hours Used	All	Add	Split Military Leave element out to separate fields to track 5 U.S.C. 6323(b) break outs.	"
378	Military Leave 5 U.S.C. 6323(c)	Military Leave 5 U.S.C. 6323(c) Hours Used YTD	All	Add	Split Military Leave element out to separate fields to track 5 U.S.C. 6323(c) break outs.	"
380	Military Leave 5 U.S.C. 6323(c)	Military Leave 5 U.S.C. 6323(c) YTD Current Balance Hours	All	Add	Split Military Leave element out to separate fields to track 5 U.S.C. 6323(c) break outs.	"
361	Military Leave 5 U.S.C. 6323(c)	Military Leave 5 U.S.C. 6323(c) Hours Used	All	Add	Split Military Leave element out to separate fields to track 5 U.S.C. 6323(c) break outs.	"

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
378	Military Leave 5 U.S.C. 6323(d)	Military Leave 5 U.S.C. 6323(d) Hours Used YTD	All	Add	Split Military Leave element out to separate fields to track 5 U.S.C. 6323(d) break outs.	"
380	Military Leave 5 U.S.C. 6323(d)	Military Leave 5 U.S.C. 6323(d) YTD Current Balance Hours	All	Add	Split Military Leave element out to separate fields to track 5 U.S.C. 6323(d) break outs.	"
361	Military Leave 5 U.S.C. 6323(d)	Military Leave 5 U.S.C. 6323(d) Hours Used	All	Add	Split Military Leave element out to separate fields to track 5 U.S.C. 6323(d) break outs.	"
361	Bone Marrow Leave	Bone Marrow Leave Hours Used	Data Concept / Name / Definition	Mod	Removed "Administrative" from the name to better describe concept.	
361	Organ Donor Leave	Bone Marrow Leave Hours Used	Data Concept / Name / Definition	Mod	Removed "Administrative" from the name to better describe concept.	
361	Court Leave	Court Leave Hours Used	Data Concept / Name / Definition	Mod	Changed name from "Jury Duty Administrative Leave" to better describe concept.	
28	Employee Leave Information	Annual Leave Accrual Rate Code	Name / Definition	Mod	Added "Annual" to the element name to better describe concept.	
347	Employee Leave Information	Annual Leave Abeyance Balance	Name / Definition	Mod	Added "Annual" to the element name to better describe concept.	
349	Employee Leave Information	Annual Leave Carryover Hours	Name / Definition	Mod	Added "Annual" to the element name to better describe concept.	
N/A	Lump Sum Leave Pay	N/A	Data Concept	Mod	Fixed misspelling of the concept across all elements.	
N/A	LWOP/AWOL	N/A	Data Concept	Mod	Renamed data concept to include Leave without Pay and Absence without Leave in place of "Absense without Pay AWOP Usage" The elements in this concept include both breakouts.	
47	LWOP/AWOL	Absence Without Leave Start Date	Name / Definition	Mod	Renamed and clarified data element being collected.	
995	General Deduction	Old Age Survivors and Disability Insurance OASDI Agency Contribution Amount	All	Del	Combined OASDI and FICA into one deduction group	
1002	General Deduction	Old Age Survivors and Disability Insurance OASDI Year to Date YTD Contribution Amount	All	Del	Combined OASDI and FICA into one deduction group	
996	General Deduction	Old Age Survivors and Disability Insurance OASDI Deduction Amount	All	Del	Combined OASDI and FICA into one deduction group	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
1003	General Deduction	Old Age Survivors and Disability Insurance OASDI Year to Date YTD Deduction Amount	All	Del	Combined OASDI and FICA into one deduction group	
651	General Deduction	FICA and OASDI Agency Contribution Amount	All	Del	Combined OASDI and FICA into one deduction group	
1000	General Deduction	FICA and OASDI YTD Contribution Amount	All	Del	Combined OASDI and FICA into one deduction group	
994	General Deduction	FICA and OASDI Deduction Amount	All	Del	Combined OASDI and FICA into one deduction group	
1001	General Deduction	FICA and OASDI YTD Deduction Amount	All	Del	Combined OASDI and FICA into one deduction group	
23	Other Allowance	Other Allowance Amount	All	Add	Added new allowance to capture agency specific and unknown allowances.	This field allows removal of several allowances that were agency specific.
1045	Employee Pay	Special Rate Supplement Amount by Pay Period	All	Add	Added new field to track SRS pay.	
1054	Employee Pay	Special Rate Supplement Amount YTD	All	Add	Added new field to track SRS pay.	
1068	Employee Pay	Total Earnings YTD Amount	All	Add	Added new element to track total earnings YTD vs. only tracking individual YTD components.	
103	Post Differential – Foreign Area	Post Differential Amount – Foreign Area	All	Add	Added new differential	
984	Post Differential – Foreign Area	Post Differential Hours – Foreign Area	All	Add	Added new differential	
103	Post Differential – Non Foreign Area	Post Differential Amount – Non Foreign Area	All	Add	Added new differential	
984	Post Differential – Non Foreign Area	Post Differential Hours – Non Foreign Area	All	Add	Added new differential	
23	Relocation Incentive	Relocation Incentive Amount	All	Add	Added new incentive type	
23	Recruitment Incentive	Recruitment Incentive Amount	All	Add	Added new incentive type	
23	Post Allowance	Post Allowance Amount	All	Add	Added new allowance	
1046	Administrative Leave	Administrative Leave Hours Used YTD	All	Add	Added element in addition to existing Hours Used field to track hours for the year.	
1047	Bone Marrow Leave	Bone Marrow Leave Hours Used YTD	All	Add	Added element in addition to existing Hours Used field to track hours for the year.	
353	Annual Leave Donation	Annual Leave Donation Amount	All	Add	Clarified elements related to donated leave	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
355	Annual Leave Donation	Annual Leave Donation Date	All	Add	Clarified elements related to donated leave	
354	Donated Annual Leave Recipient	Donated Annual Leave Balance	All	Add	Clarified elements related to donated leave	
357	Donated Annual Leave Recipient	Donated Annual Leave Used	All	Add	Clarified elements related to donated leave	
356	Donated Annual Leave Recipient	Donated Annual Leave Unused Balance	All	Add	Clarified elements related to donated leave	
372	Donated Annual Leave Recipient	Donated Annual Leave Recipient Approval Date	All	Add	Clarified elements related to donated leave	
376	Donated Annual Leave Recipient	Annual Leave Set Aside Amount	All	Add	Clarified elements related to donated leave	
1050	Donated Annual Leave Recipient	Sick Leave Set Aside Amount	All	Add	Clarified elements related to donated leave	
28	Employee Leave Information	Annual Leave Accrual Rate Code	Codes	Mod	Removed code values that were invalid (01, 02, 03, 05,07)	
350	Employee Leave Information	Leave Ceiling Hours	Definition / Codes	Mod	Changed from a code system to the actual hours of the ceiling to allow for personal ceilings without the addition of a new field.	
1055	Employee Leave Information	Part-Time Annual Leave Hours Earned	All	Add	New element	
1056	Employee Leave Information	Part-Time Sick Leave Hours Earned	All	Add	New element	
1048	Employee Leave Information	Sick Leave Abeyance Balance	All	Add	Added breakout for sick leave and annual leave	
1049	Employee Leave Information	Sick Leave Carryover Hours	All	Add	Added breakout for sick leave and annual leave	
1057	Lump Sum Leave Pay	Lump Sum Total Leave Period End Date	All	Add	New element	
1058	Lump Sum Leave Pay	Lump Sum Restored Annual Leave Hours Paid	All	Add	New element	
1059	Lump Sum Leave Pay	Lump Sum Unexpired Annual Leave Hourly Rate Amount	All	Add	New element	
1061	LWOP/AWOL	Leave without Pay Start Date	All	Add	New element	
1062	LWOP/AWOL	Leave without Pay End Date	All	Add	New element	
1051	LWOP/AWOL	Leave without Pay in Pay Period	All	Add	New element	
1063	LWOP/AWOL	Leave without Pay in Leave Year	All	Add	New element	
40	Award	Award Amount	Data Concept	Mod	Created new data concept for the award fields	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
1064	Award	Award Hours Earned	All	Add	New element	
1065	Award	Award Hours Used	All	Add	New element	
1066	Award	Award Hours YTD Balance	All	Add	New element	
532	Home Address	Home Address Line 1	All	Del	Not tracked at payroll provider systems	
533	Home Address	Home Address Line 2	All	Del	Not tracked at payroll provider systems	
534	Home Address	Home Address Line 3	All	Del	Not tracked at payroll provider systems	
535	Home Address	Home Address Line 4	All	Del	Not tracked at payroll provider systems	
415	Home Address	Home Address City	All	Del	Not tracked at payroll provider systems	
414	Home Address	Home Address Geographic Locator	All	Del	Not tracked at payroll provider systems	
668	Home Address	Home State Code	All	Del	Not tracked at payroll provider systems	
575	Home Address	Home Region	All	Del	Not tracked at payroll provider systems	
538	Home Address	Home Postal Code	All	Del	Not tracked at payroll provider systems	
1004	Home Address	Home Country Code	All	Del	Not tracked at payroll provider systems	
949	Employee Tax Information	State Tax Filing Status Type Code	All	Del	State taxes not tracked in this release	
948	Employee Tax Information	State Tax Exemption Claimed	All	Del	State taxes not tracked in this release	
946	Employee Tax Information	State Tax Additional Withholding Amount	All	Del	State taxes not tracked in this release	
103	Staffing Differential	Staffing Differential Amount	All	Del	Not valid concept	
984	Staffing Differential	Staffing Differential Hours	All	Del	Not valid concept	
23	Horse Allowance	Horse Allowance Amount	All	Del	Grouped into other allowances	
23	Foreign Transfer Allowance	Foreign Transfer Allowance Amount	All	Del	Grouped into other allowances	
23	Living Quarters Allowance	Living Quarters Allowance Amount	All	Del	Grouped into other allowances	
23	Reassignment Allowance	Reassignment Allowance Amount	All	Del	Grouped into other allowances	
23	Education Allowance	Education Allowance Amount	All	Del	Grouped into other allowances	
23	Foreign Language Allowance	Foreign Language Allowance Amount	All	Del	Grouped into other allowances	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
23	Educations Extracurricular Allowance	Educations Extracurricular Allowance Amount	All	Del	Grouped into other allowances	
23	Dorm Supervisor Extra Duty Allowance	Dorm Supervisor Extra Duty Allowance Amount	All	Del	Grouped into other allowances	
23	Temporary Quarters Subsistence Allowance	Temporary Quarters Subsistence Allowance Amount	All	Del	Grouped into other allowances	
360	Restored Annual Leave	Restored Annual Leave Hours Earned	All	Del	Not a valid concept	
361	Voting Administrative Leave	Voting Administrative Leave Hours Used	All	Del	Grouped into administrative leave	
361	Personal Administrative Leave	Personal Administrative Leave Hours Used	All	Del	Grouped into administrative leave	
361	Family Care Administrative Leave	Family Care Administrative Leave Hours Used	All	Del	Grouped into administrative leave	
361	Birth Administrative Leave	Birth Administrative Leave Hours Used	All	Del	Grouped into administrative leave	
361	Adoption Administrative Leave	Adoption Administrative Leave Hours Used	All	Del	Grouped into administrative leave	
361	Religious Administrative Leave	Religious Administrative Leave Hours Used	All	Del	Grouped into administrative leave	
359	Employee Leave Information	Leave for Civil Disobedience Used Days to Date	All	Del	Not valid concept	
738	Thrift Savings Plan Loan	Thrift Savings Plan Loan Account Number	All	Del	Not tracked in this release	
739	Thrift Savings Plan Loan	Thrift Savings Plan Loan Balance Amount	All	Del	Not tracked in this release	
740	Thrift Savings Plan Loan	Thrift Savings Plan Loan Loan Payment Due Amount	All	Del	Not tracked in this release	
470	Office of Workers Compensation Program	Office of Workers Compensation Program OWCP Compensation Type Code	All	Del	Not tracked in this release	
471	Office of Workers Compensation Program	Office of Workers Compensation Program OWCP Benefits End Date	All	Del	Not tracked in this release	
474	Office of Workers Compensation Program	Office of Workers Compensation Program OWCP Benefits Start Date	All	Del	Not tracked in this release	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
472	Office of Workers Compensation Program	Office of Workers Compensation Program OWCP Claim Number	All	Del	Not tracked in this release	
532	Correspondence Address	Correspondence Address Line 1	Data Concept / Name	Mod	Renamed from Check to Correspondence	
533	Correspondence Address	Correspondence Address Line 2	Data Concept / Name	Mod	Renamed from Check to Correspondence	
534	Correspondence Address	Correspondence Address Line 3	Data Concept / Name	Mod	Renamed from Check to Correspondence	
535	Correspondence Address	Correspondence Address Line 4	Data Concept / Name	Mod	Renamed from Check to Correspondence	
415	Correspondence Address	Correspondence Address City	Data Concept / Name	Mod	Renamed from Check to Correspondence	
414	Correspondence Address	Correspondence Address Geographic Locator	Data Concept / Name	Mod	Renamed from Check to Correspondence	
668	Correspondence Address	Correspondence State Code	Data Concept / Name	Mod	Renamed from Check to Correspondence	
575	Correspondence Address	Correspondence Region	Data Concept / Name	Mod	Renamed from Check to Correspondence	
538	Correspondence Address	Correspondence Postal Code	Data Concept / Name	Mod	Renamed from Check to Correspondence	
1004	Correspondence Address	Correspondence Country Code	Data Concept / Name	Mod	Renamed from Check to Correspondence	

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EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
N/A	N/A	N/A	ICD Seq #	Mod	Renumbered ICD fields based on the following changes.	
997	Data Record	Record Action	Codes	Mod	Added reference to Chapter 3 section 3.7.2.3 which describes in more detail the types of actions and when to use them.	
652	Employee ID	Social Security Number	Codes	Mod	Added reference to Chapter 3 section 3.7.2.4 which describes the SSN change process.	
74	Employee ID	Birth Date	Definition	Mod	Clarified definition of element.	
508	Payroll Office	Payroll Office Number	Definition	Mod	Clarified definition of element. This field should be set to a value that makes the most sense to the payroll provider.	
499	Pay Period	Total Earnings in Pay Period	Definition	Mod	Clarified definition.	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
500	Pay Period	Pay Period End Date	Record ID Req	Mod	Added element to record identifier. This will allow multiple submissions for a person to be identified.	
598	Employee Pay	Salary Total Amount Pay Period	Definition	Mod	Clarified definition.	
992	Employee Pay	Salary Total YTD Amount	Definition	Mod	Clarified definition.	
1006	Employee Pay	Basic Pay Amount by Pay Period	Definition	Mod	Clarified definition.	
8	Employee Pay	Adjusted Basic Pay Amount by Pay Period	Definition	Mod	Clarified definition.	
393	Employee Pay	Locality Pay Amount by Pay Period	Definition	Mod	Clarified definition.	
993	Employee Pay	Locality Pay Amount YTD	Definition	Mod	Clarified definition.	
1068	Employee Pay	Total Earnings YTD Amount	Definition	Mod	Clarified definition.	
695	Employee Hours	Total Hours Worked	All	Del	Removed element to avoid confusion as the components of total hours are included elsewhere in the record.	
483	Sunday Premium Pay	Sunday Premium Pay Amount	Definition	Mod	Clarified definition.	
483	Holiday Premium Pay	Holiday Premium Pay Amount	Definition	Mod	Clarified definition.	
485	Holiday Premium Pay	Holiday Hours Worked	Definition	Mod	Clarified definition.	
485	Standby Duty Pay	Standby Duty Hours Worked	All	Del	Not a valid concept.	
485	Administratively Uncontrollable Overtime Pay	Administratively Uncontrollable Overtime Hours Worked	All	Del	Not a valid concept.	
485	Availability Pay	Availability Hours Worked	All	Del	Not a valid concept.	
483	Night Pay	Night Pay Amount	Definition	Mod	Clarified definition.	
485	Night Pay	Night Pay Hours Worked	Definition	Mod	Clarified definition.	
103	Hazardous Duty	Hazardous Duty Amount	Definition	Mod	Clarified definition.	
984	Hazardous Duty	Hazardous Duty Hours	Definition	Mod	Clarified definition.	
103	Environmental Differential	Environmental Differential Amount	Definition	Mod	Clarified definition.	
984	Environmental Differential	Environmental Differential Hours	Definition	Mod	Clarified definition.	
103	Night Differential	Night Differential Amount	Definition	Mod	Clarified definition.	
984	Night Differential	Night Differential Hours	Definition	Mod	Clarified definition.	
984	Supervisory Differential	Supervisory Differential Hours	All	Del	Not a valid concept.	
984	Post Differential - Foreign Area	Post Differential Hours - Foreign Area	All	Del	Not a valid concept.	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
984	Post Differential - Non Foreign Area	Post Differential Hours - Non Foreign Area	All	Del	Not a valid concept.	
23	Cost of Living Allowance - Foreign Area	Cost of Living Allowance - Foreign Area Amount	All	Del	Not a valid concept.	
23	Miscellaneous Payments	Miscellaneous Payment Amount	Data Concept, Name, Definition	Mod	Renamed from "Other Allowances" as this field actually has more than allowances. Clarified definition accordingly.	
648	Other Payroll Amount	Settlement Amount	All	Del	Settlements are manual.	
380	Annual Leave	Annual Leave Balance Hours	Name, Definition	Mod	Clarified what is being collected.	
380	Sick Leave	Sick Leave YTD Current Balance Hours	Name, Definition	Mod	Clarified what is being collected.	
378	Restored Annual Leave - Year 1	Restored Annual Leave Hours Used YTD - Year 1	Definition	Mod	Clarified definition	
378	Restored Annual Leave - Year 3	Restored Annual Leave Hours Used YTD - Year 3	Definition	Mod	Clarified definition	
28	Employee Leave Information	Annual Leave Accrual Rate	Name, Datatype, Definition, Codes	Mod	Changed this element from a Code field to a numeric field to hold the actual accrual rate.	
1055	Employee Leave Information	Part-Time Annual Leave Hours Earned	Definition	Mod	Clarified what is being collected in this field.	
1056	Employee Leave Information	Part-Time Sick Leave Hours Earned	Datatype, Definition	Mod	Fixed incorrect datatype and clarified what is being collected in this field.	
379	Employee Leave Information	Leave Year to Date YTD Advance Balance Hours	Definition	Mod	Clarified what is being collected in this field.	
291	Family and Medical Leave Act FMLA Usage	Family and Medical Leave Act FMLA Hours Used in Pay Period	Name, Datatype, Definition, Codes	Mod	Changed this field to track the hours used in the pay period for FMLA vs. an indicator that was supposed to show that hours were used. The actual value will allow splits between FMLA and non-FMLA hours in a pay period.	
47	LWOP / AWOL	Absence Without Leave Start Date	All	Del	Removed these fields since they would not allow tracking of multiple non-consecutive leave periods in the same pay period.	
41	LWOP / AWOL	Absence Without Leave End Date	All	Del		
1052	LWOP / AWOL	Absence Without Leave Hours in Pay Period	Name	Mod	Clarified what is being collected in this field.	
1053	LWOP / AWOL	Absence Without Leave Hours in Leave Year	Name	Mod	Clarified what is being collected in this field.	
42	LWOP / AWOL	Absence Without Pay Credit Reduction Hours in Pay Period	Name, Datatype, Definition	Mod	Clarified what is being collected in this field.	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
43	LWOP / AWOL	Absence Without Pay Credit Reduction Hours YTD	Name, Definition	Mod	Clarified what is being collected in this field.	
44	LWOP / AWOL	Absence Without Pay Hours in Pay Period.	Name, Definition	Mod	Clarified what is being collected in this field.	
46	LWOP / AWOL	Absence Without Pay Since Last Equivalent Increase	Definition	Mod	Clarified what is being collected in this field.	
45	LWOP / AWOL	Absence Without Pay in Leave Year	Name, Definition	Mod	Clarified what is being collected in this field.	
1061	LWOP / AWOL	Leave Without Pay Start Date	All	Del	Removed these fields since they would not allow tracking of multiple non-consecutive leave periods in the same pay period.	
1062	LWOP / AWOL	Leave Without Pay End Date	All	Del		
1051	LWOP / AWOL	Leave Without Pay in Pay Period	Definition	Mod	Clarified what is being collected in this field.	
1063	LWOP / AWOL	Leave Without Pay in Leave Year	Definition	Mod	Clarified what is being collected in this field.	
343	LWOP / AWOL	Leave Without Pay 12 Month Period	All	Del	Invalid data element.	
651	General Deduction	FICA and OASDI Agency Contribution Amount	Definition	Mod	Clarified what is being collected in this field.	
1000	General Deduction	FICA and OASDI YTD Agency Contribution Amount	Definition	Mod	Clarified what is being collected in this field.	
994	General Deduction	FICA and OASDI Deduction Amount	Definition	Mod	Clarified what is being collected in this field.	
1001	General Deduction	FICA and OASDI YTD Deduction Amount	Definition	Mod	Clarified what is being collected in this field.	
690	Thrift Savings Plan Contribution	Thrift Savings Plan TSP Employee Pay Period Contribution Amount	Definition	Mod	Clarified what is being collected in this field.	
1069	Data Record	Retroactive Adjustment Indicator	All	Add	Added new element.	

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EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
1	Data Record	Record Action	Record ID Req	Mod	Added "Dup" indicator	
1	Data Record	Record Action	Notes	Mod	Clarified actions	
2	Employee ID	Social Security Number	Record ID Req	Mod	Added "Dup" indicator	
2	Employee ID	Social Security Number	Notes	Del		
3	Employee ID	Birth Date	Record ID Req	Mod	Added "Dup" indicator	
3	Employee ID	Birth Date	Definition	Mod	Clarified definition	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
3	Employee ID	Birth Date	Notes	Mod	Clarified notes	
5	Employee ID	Agency Subelement Code	Record ID Req	Mod	Added "Dup" indicator	
23	Pay Period	Total Earnings – Pay Period	Name	Mod	Consistent naming of pay fields	
23	Pay Period	Total Earnings – Pay Period	Definition	Mod	Clarified definition	
24	Pay Period	Pay Period Start Date	Definition	Mod	Clarified definition	
25	Pay Period	Pay Period End Date	Record ID Req	Mod	Added "Dup" indicator	
26	Employee Pay	Total Salary – Pay Period	Name	Mod	Consistent naming of pay fields	
26	Employee Pay	Total Salary – Pay Period	Definition	Mod	Clarified definition	
27	Employee Pay	Total Salary – YTD	Name	Mod	Consistent naming of pay fields	
27	Employee Pay	Total Salary – YTD	Definition	Mod	Clarified definition	
28	Employee Pay	Basic Pay – Pay Period	Name	Mod	Consistent naming of pay fields	
28	Employee Pay	Basic Pay – Pay Period	Definition	Mod	Clarified definition	
29	Employee Pay	Basic Pay – YTD	Name	Mod	Consistent naming of pay fields	
29	Employee Pay	Basic Pay – YTD	Definition	Mod	Clarified definition	
30	Employee Pay	Adjusted Basic Pay – Pay Period	Name	Mod	Consistent naming of pay fields	
30	Employee Pay	Adjusted Basic Pay – Pay Period	Definition	Mod	Clarified definition	
31	Employee Pay	Adjusted Basic Pay – YTD	Name	Mod	Consistent naming of pay fields	
31	Employee Pay	Adjusted Basic Pay – YTD	Definition	Mod	Clarified definition	
32	Employee Pay	Standard Basic Pay Supplement – Pay Period	Name	Mod	Consistent naming of pay fields	
32	Employee Pay	Standard Basic Pay Supplement – Pay Period	Definition	Mod	Clarified definition	
33	Employee Pay	Standard Basic Pay Supplement – YTD	Name	Mod	Consistent naming of pay fields	
33	Employee Pay	Standard Basic Pay Supplement – YTD	Definition	Mod	Clarified definition	
34	Employee Pay	Special Basic Pay Supplement – Pay Period	Name	Mod	Consistent naming of pay fields	
34	Employee Pay	Special Basic Pay Supplement – Pay Period	Definition	Mod	Clarified definition	
35	Employee Pay	Special Basic Pay Supplement – YTD	Name	Mod	Consistent naming of pay fields	
35	Employee Pay	Special Basic Pay Supplement – YTD	Definition	Mod	Clarified definition	
36	Employee Pay	Total Earnings – YTD	Name	Mod	Consistent naming of pay fields	
36	Employee Pay	Total Earnings – YTD	Definition	Mod	Clarified definition	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
55	Title 38 Pay	Title 38 Pay Amount	Notes	Mod	Clarified field rules	
191	LWOP/AWOL	Absence Without Pay Credit Reduction Hours YTD	Datatype	Mod	Changed datatype to correct number format	
254	Data Record	Retroactive Adjustment Indicator	Policy Rep Req	Add		
255	Pay Period	Pay Period Number	All	Add		
256	Union Official Time – Term Negotiation	Term Negotiation Hours – Pay Period	All	Add		
257	Union Official Time – Term Negotiation	Term Negotiation Hours – YTD	All	Add		
258	Union Official Time – Mid-Term Negotiation	Mid-Term Negotiation Hours – Pay Period	All	Add		
259	Union Official Time – Mid-Term Negotiation	Mid-Term Negotiation Hours – YTD	All	Add		
260	Union Official Time – Dispute Resolution	Dispute Resolution Hours – Pay Period	All	Add		
261	Union Official Time – Dispute Resolution	Dispute Resolution Hours – YTD	All	Add		
262	Union Official Time – General Labor Relations	General Labor Relations Hours – Pay Period	All	Add		
263	Union Official Time – General Labor Relations	General Labor Relations Hours – YTD	All	Add		

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EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
997	Data Record	Record Action	Retirement	Add	Added "Y"	
997	Data Record	Record Action	Priority	Mod	Changed to "1"	Priority reassignment
652	Employee ID	Social Security Number	Retirement	Add	Added "Y"	
999	Employee ID	EHRI Employee ID	Retirement	Add	Added "Y"	
999	Employee ID	EHRI Employee ID	Priority	Mod	Changed to "4"	Priority reassignment
999	Employee ID	EHRI Employee ID	Notes	Mod	Updated processing notes	
532	Correspondence Address	Correspondence Address Line 1	Retirement	Add	Added "Y"	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
532	Correspondence Address	Correspondence Address Line 1	Priority	Mod	Changed to "1"	Priority reassignment
533	Correspondence Address	Correspondence Address Line 2	Retirement	Add	Added "Y"	
533	Correspondence Address	Correspondence Address Line 2	Priority	Mod	Changed to "1"	Priority reassignment
534	Correspondence Address	Correspondence Address Line 3	Priority	Mod	Changed to "1"	Priority reassignment
535	Correspondence Address	Correspondence Address Line 4	Priority	Mod	Changed to "1"	Priority reassignment
415	Correspondence Address	Correspondence City	Priority	Mod	Changed to "1"	Priority reassignment
415	Correspondence Address	Correspondence City	Retirement	Add	Added "Y"	
414	Correspondence Address	Correspondence Geographic Locator Code	Priority	Mod	Changed to "3"	Priority reassignment
668	Correspondence Address	Correspondence State Code	Retirement	Add	Added "Y"	
668	Correspondence Address	Correspondence State Code	Priority	Mod	Changed to "1"	Priority reassignment
575	Correspondence Address	Correspondence Region	Priority	Mod	Changed to "1"	Priority reassignment
538	Correspondence Address	Correspondence Postal Code	Retirement	Add	Added "Y"	
538	Correspondence Address	Correspondence Postal Code	Priority	Mod	Changed to "1"	Priority reassignment
1004	Correspondence Address	Correspondence Country Code	Retirement	Add	Added "Y"	
1004	Correspondence Address	Correspondence Country Code	Priority	Mod	Changed to "1"	Priority reassignment
508	Payroll Office	Payroll Office Number	Priority	Mod	Changed to "1"	Priority reassignment
26	Employee Hours	Alternate Work Schedule Code	Priority	Mod	Changed to "2"	Priority reassignment
155	Employee General Payroll Information	Federal Debt Delinquency Indicator	Priority	Mod	Changed to "3"	Priority reassignment
949	Employee Tax Information	Federal Tax Filing Status Type Code	Priority	Mod	Changed to "2"	Priority reassignment
948	Employee Tax Information	Federal Tax Exemptions Claimed	Priority	Mod	Changed to "3"	Priority reassignment
946	Employee Tax Information	Federal Tax Additional Withholding Amount	Priority	Mod	Changed to "3"	Priority reassignment
980	Employee Tax Information	Tax State Code	Priority	Mod	Changed to "2"	Priority reassignment
499	Pay Period	Total Earnings - Pay Period	Priority	Mod	Changed to "1"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
501	Pay Period	Pay Period Start Date	Priority	Mod	Changed to "1"	Priority reassignment
500	Pay Period	Pay Period End Date	Retirement	Add	Added "Y"	
500	Pay Period	Pay Period End Date	Priority	Mod	Changed to "1"	Priority reassignment
598	Employee Pay	Total Salary - Pay Period	Priority	Mod	Changed to "1"	Priority reassignment
8	Employee Pay	Adjusted Basic Pay - Pay Period	Priority	Mod	Changed to "1"	Priority reassignment
393	Employee Pay	Standard Basic Pay Supplement - Pay Period	Priority	Mod	Changed to "1"	Priority reassignment
1045	Employee Pay	Special Basic Pay Supplement - Pay Period	Priority	Mod	Changed to "1"	Priority reassignment
40	Award	Award Amount	Priority	Mod	Changed to "2"	Priority reassignment
1064	Award	Award Hours Earned	Priority	Mod	Changed to "2"	Priority reassignment
1065	Award	Award Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
1066	Award	Award Hours YTD Balance	Priority	Mod	Changed to "2"	Priority reassignment
576	Employee Hours	Regular Hours Worked	Retirement	Add	Added "Y"	
576	Employee Hours	Regular Hours Worked	Priority	Mod	Changed to "1"	Priority reassignment
576	Employee Hours	Regular Hours Worked	Definition	Mod	Updated definition to clarify reporting requirements.	Definition provided by policy working with RSM.
576	Employee Hours	Regular Hours Worked	Notes	Add	Added notes regarding corrections in this field.	
314	Employee Hours	Intermittent Service Days	Retirement	Add	Added "Y"	
314	Employee Hours	Intermittent Service Days	Priority	Mod	Changed to "1"	Priority reassignment
314	Employee Hours	Intermittent Service Days	Notes	Add	Added notes regarding corrections in this field.	
341	Employee Pay Check	Last Day in Pay Status Date	Retirement	Add	Added "Y"	
341	Employee Pay Check	Last Day in Pay Status Date	Priority	Mod	Changed to "1"	Priority reassignment
341	Employee Pay Check	Last Day in Pay Status Date	Definition	Mod	Updated definition to clarify reporting requirements.	Definition provided by policy working with RSM.
341	Employee Pay Check	Last Day in Pay Status Date	Notes	Add	Added processing notes to field	
342	Employee Pay Check	Last Equivalent Increase Date	Priority	Mod	Changed to "2"	Priority reassignment
496	Employee Hours	Part-time Hours per Biweekly Pay Period	Retirement	Add	Added "Y"	
496	Employee Hours	Part-time Hours per Biweekly Pay Period	Priority	Mod	Changed to "1"	Priority reassignment
483	Overtime Pay	Overtime Pay Amount	Priority	Mod	Changed to "2"	Priority reassignment
485	Overtime Pay	Overtime Hours Worked	Retirement	Add	Added "Y"	
485	Overtime Pay	Overtime Hours Worked	Priority	Mod	Changed to "1"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
483	Sunday Premium Pay	Sunday Premium Pay Amount	Priority	Mod	Changed to "2"	Priority reassignment
485	Sunday Premium Pay	Sunday Hours Worked	Priority	Mod	Changed to "2"	Priority reassignment
483	Holiday Premium Pay	Holiday Premium Pay Amount	Priority	Mod	Changed to "2"	Priority reassignment
485	Holiday Premium Pay	Holiday Hours Worked	Priority	Mod	Changed to "2"	Priority reassignment
483	Standby Duty Pay	Standby Duty Pay Amount	Retirement	Add	Added "Y"	
483	Standby Duty Pay	Standby Duty Pay Amount	Priority	Mod	Changed to "1"	Priority reassignment
483	Administratively Uncontrollable Overtime Pay	Administratively Uncontrollable Overtime Pay Amount	Retirement	Add	Added "Y"	
483	Administratively Uncontrollable Overtime Pay	Administratively Uncontrollable Overtime Pay Amount	Priority	Mod	Changed to "1"	Priority reassignment
483	Availability Pay	Availability Pay Amount	Retirement	Add	Added "Y"	
483	Availability Pay	Availability Pay Amount	Priority	Mod	Changed to "1"	Priority reassignment
483	Title 38 Pay	Title 38 Pay Amount	Priority	Mod	Changed to "2"	Priority reassignment
485	Title 38 Pay	Title 38 Hours Worked	Priority	Mod	Changed to "2"	Priority reassignment
483	Night Pay	Night Pay Amount	Priority	Mod	Changed to "2"	Priority reassignment
483	Night Pay	Night Pay Amount	Definition	Mod	Clarified data element requirements	
485	Night Pay	Night Pay Hours Worked	Priority	Mod	Changed to "2"	Priority reassignment
485	Night Pay	Night Pay Hours Worked	Definition	Mod	Clarified data element requirements	
103	Hazardous Duty	Hazardous Duty Amount	Priority	Mod	Changed to "2"	Priority reassignment
984	Hazardous Duty	Hazardous Duty Hours	Priority	Mod	Changed to "2"	Priority reassignment
103	Environmental Differential	Environmental Differential Amount	Retirement	Add	Added "Y"	
103	Environmental Differential	Environmental Differential Amount	Priority	Mod	Changed to "1"	Priority reassignment
984	Environmental Differential	Environmental Differential Hours	Priority	Mod	Changed to "2"	Priority reassignment
103	Night Differential	Night Differential Amount	Retirement	Add	Added "Y"	
103	Night Differential	Night Differential Amount	Priority	Mod	Changed to "1"	Priority reassignment
103	Night Differential	Night Differential Amount	Definition	Mod	Clarified data element requirements	
984	Night Differential	Night Differential Hours	Priority	Mod	Changed to "2"	Priority reassignment
984	Night Differential	Night Differential Hours	Definition	Mod	Clarified data element requirements	
103	Supervisory Differential	Supervisory Differential Amount	Priority	Mod	Changed to "2"	Priority reassignment
103	Post Differential - Foreign Area	Post Differential Amount - Foreign Area	Priority	Mod	Changed to "2"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
103	Post Differential - Non Foreign Area	Post Differential Amount - Non Foreign Area	Priority	Mod	Changed to "2"	Priority reassignment
23	Remote Worksite Allowance	Remote Worksite Allowance Amount	Priority	Mod	Changed to "2"	Priority reassignment
23	Physicians Comparability Allowance	Physicians Comparability Allowance Amount	Priority	Mod	Changed to "2"	Priority reassignment
23	Uniform Allowance	Uniform Allowance Amount	Priority	Mod	Changed to "2"	Priority reassignment
23	Separate Maintenance Allowance	Separate Maintenance Allowance Amount	Priority	Mod	Changed to "2"	Priority reassignment
23	Cost of Living Allowance - Non Foreign Area	Cost of Living Allowance Amount - Non Foreign Area	Priority	Mod	Changed to "2"	Priority reassignment
23	Retention Incentive	Retention Incentive Amount - Title 5 USC 5754	Name	Mod	Added "Title 5" clarification	Non-Title 5 field added as well.
23	Retention Incentive	Retention Incentive Amount - Title 5 USC 5754	Priority	Mod	Changed to "1"	Priority reassignment
23	Retention Incentive	Retention Incentive Amount - Title 5 USC 5754	Definition	Mod	Clarified data element requirements	
23	Relocation Incentive	Relocation Incentive Amount - Title 5 USC 5753	Name	Mod	Added "Title 5" clarification	Non-Title 5 field added as well.
23	Relocation Incentive	Relocation Incentive Amount - Title 5 USC 5753	Priority	Mod	Changed to "1"	Priority reassignment
23	Relocation Incentive	Relocation Incentive Amount - Title 5 USC 5753	Definition	Mod	Clarified data element requirements	
23	Recruitment Incentive	Recruitment Incentive Amount - Title 5 USC 5753	Name	Mod	Added "Title 5" clarification	Non-Title 5 field added as well.
23	Recruitment Incentive	Recruitment Incentive Amount - Title 5 USC 5753	Priority	Mod	Changed to "1"	Priority reassignment
23	Recruitment Incentive	Recruitment Incentive Amount - Title 5 USC 5753	Definition	Mod	Clarified data element requirements	
23	Danger Pay	Danger Pay Amount	Priority	Mod	Changed to "2"	Priority reassignment
23	Post Allowance	Post Allowance Amount	Priority	Mod	Changed to "2"	Priority reassignment
23	Miscellaneous Payments	Miscellaneous Payment Amount	Priority	Mod	Changed to "2"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
595	Other Payroll Amount	Annuity Offset Withholding Amount	Name	Mod	Modified name from "Salary Offset" per policy and RSM input	
595	Other Payroll Amount	Annuity Offset Withholding Amount	Retirement	Add	Added "Y"	
595	Other Payroll Amount	Annuity Offset Withholding Amount	Priority	Mod	Changed to "1"	Priority reassignment
595	Other Payroll Amount	Annuity Offset Withholding Amount	Definition	Mod	Clarified data element requirements	
595	Other Payroll Amount	Annuity Offset Withholding Amount	Notes	Add	Added notes regarding corrections in this field.	
650	Other Payroll Amount	Severance Pay Weeks	Priority	Mod	Changed to "2"	Priority reassignment
378	Annual Leave	Annual Leave Hours Used YTD	Priority	Mod	Changed to "2"	Priority reassignment
380	Annual Leave	Annual Leave Balance Hours	Priority	Mod	Changed to "2"	Priority reassignment
360	Annual Leave	Annual Leave Hours Earned	Priority	Mod	Changed to "2"	Priority reassignment
361	Annual Leave	Annual Leave Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
378	Sick Leave	Sick Leave Hours Used YTD	Priority	Mod	Changed to "2"	Priority reassignment
380	Sick Leave	Sick Leave Balance Hours	Retirement	Add	Added "Y"	
380	Sick Leave	Sick Leave Balance Hours	Priority	Mod	Changed to "1"	Priority reassignment
380	Sick Leave	Sick Leave Balance Hours	Notes	Add	Added notes regarding corrections in this field.	
360	Sick Leave	Sick Leave Hours Earned	Priority	Mod	Changed to "2"	Priority reassignment
361	Sick Leave	Sick Leave Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
294	Sick Leave	Frozen Sick Leave Balance Hours	Retirement	Add	Added "Y"	
294	Sick Leave	Frozen Sick Leave Balance Hours	Priority	Mod	Changed to "1"	Priority reassignment
294	Sick Leave	Frozen Sick Leave Balance Hours	Notes	Add	Added notes regarding corrections in this field.	
378	Restored Annual Leave - Year 1	Restored Annual Leave Hours Used YTD - Year 1	Priority	Mod	Changed to "2"	Priority reassignment
380	Restored Annual Leave - Year 1	Restored Annual Leave Current Balance Hours - Year 1	Priority	Mod	Changed to "2"	Priority reassignment
361	Restored Annual Leave - Year 1	Restored Annual Leave Hours Used - Year 1	Priority	Mod	Changed to "2"	Priority reassignment
378	Restored Annual Leave - Year 2	Restored Annual Leave Hours Used YTD - Year 2	Priority	Mod	Changed to "2"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
380	Restored Annual Leave - Year 2	Restored Annual Leave Current Balance Hours - Year 2	Priority	Mod	Changed to "2"	Priority reassignment
361	Restored Annual Leave - Year 2	Restored Annual Leave Hours Used - Year 2	Priority	Mod	Changed to "2"	Priority reassignment
378	Restored Annual Leave - Year 3	Restored Annual Leave Hours Used YTD - Year 3	Priority	Mod	Changed to "2"	Priority reassignment
380	Restored Annual Leave - Year 3	Restored Annual Leave Current Balance Hours - Year 3	Priority	Mod	Changed to "2"	Priority reassignment
361	Restored Annual Leave - Year 3	Restored Annual Leave Hours Used - Year 3	Priority	Mod	Changed to "2"	Priority reassignment
378	Restored Annual Leave - Non-Expiring	Restored Annual Leave Hours Used YTD - Non Expiring	Priority	Mod	Changed to "2"	Priority reassignment
380	Restored Annual Leave - Non-Expiring	Restored Annual Leave Current Balance Hours - Non Expiring	Priority	Mod	Changed to "2"	Priority reassignment
361	Restored Annual Leave - Non-Expiring	Restored Annual Leave Hours Used - Non Expiring	Priority	Mod	Changed to "2"	Priority reassignment
378	Compensatory Time - Standard	Compensatory Time Used YTD	Priority	Mod	Changed to "2"	Priority reassignment
380	Compensatory Time - Standard	Compensatory Time YTD Current Balance Hours	Priority	Mod	Changed to "2"	Priority reassignment
360	Compensatory Time - Standard	Compensatory Time Earned	Priority	Mod	Changed to "2"	Priority reassignment
361	Compensatory Time - Standard	Compensatory Time Used	Priority	Mod	Changed to "2"	Priority reassignment
1067	Compensatory Time - Standard	Compensatory Time Accrued YTD	Priority	Mod	Changed to "2"	Priority reassignment
378	Compensatory Time - Religious Purposes	Compensatory Time for Religious Purposes Used YTD	Priority	Mod	Changed to "2"	Priority reassignment
380	Compensatory Time - Religious Purposes	Compensatory Time for Religious Purposes YTD Current Balance Hours	Priority	Mod	Changed to "2"	Priority reassignment
360	Compensatory Time - Religious Purposes	Compensatory Time for Religious Purposes Earned	Priority	Mod	Changed to "2"	Priority reassignment
361	Compensatory Time - Religious Purposes	Compensatory Time for Religious Purposes Used	Priority	Mod	Changed to "2"	Priority reassignment
1067	Compensatory Time - Religious Purposes	Compensatory Time for Religious Purposes Accrued YTD	Priority	Mod	Changed to "2"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
378	Compensatory Time - Travel Purposes	Compensatory Time for Travel Purposes Used YTD	Priority	Mod	Changed to "2"	Priority reassignment
380	Compensatory Time - Travel Purposes	Compensatory Time for Travel Purposes YTD Current Balance Hours	Priority	Mod	Changed to "2"	Priority reassignment
360	Compensatory Time - Travel Purposes	Compensatory Time for Travel Purposes Earned	Priority	Mod	Changed to "2"	Priority reassignment
361	Compensatory Time - Travel Purposes	Compensatory Time for Travel Purposes Used	Priority	Mod	Changed to "2"	Priority reassignment
1067	Compensatory Time - Travel Purposes	Compensatory Time for Travel Purposes Accrued YTD	Priority	Mod	Changed to "2"	Priority reassignment
378	Home Leave	Home Leave Hours Used YTD	Priority	Mod	Changed to "2"	Priority reassignment
380	Home Leave	Home Leave YTD Current Balance Hours	Priority	Mod	Changed to "2"	Priority reassignment
360	Home Leave	Home Leave Hours Accrued	Priority	Mod	Changed to "2"	Priority reassignment
361	Home Leave	Home Leave Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
344	Home Leave Status	Home Leave 12 Month Beginning Date	Priority	Mod	Changed to "2"	Priority reassignment
345	Home Leave Status	Home Leave 24 Month Beginning Date	Priority	Mod	Changed to "2"	Priority reassignment
346	Home Leave Status	Home Leave 24 Month Ending Date	Priority	Mod	Changed to "2"	Priority reassignment
378	Credit Hours	Credit Hours Used YTD	Priority	Mod	Changed to "2"	Priority reassignment
380	Credit Hours	Credit Hours YTD Current Balance Hours	Priority	Mod	Changed to "2"	Priority reassignment
360	Credit Hours	Credit Hours Earned	Priority	Mod	Changed to "2"	Priority reassignment
361	Credit Hours	Credit Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
49	Credit Hours	Balance Credit Hours	Priority	Mod	Changed to "2"	Priority reassignment
378	Shore Leave	Shore Leave Hours Used YTD	Priority	Mod	Changed to "2"	Priority reassignment
380	Shore Leave	Shore Leave YTD Current Balance Hours	Priority	Mod	Changed to "2"	Priority reassignment
360	Shore Leave	Shore Leave Hours Earned	Priority	Mod	Changed to "2"	Priority reassignment
361	Shore Leave	Shore Leave Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
378	Military Leave 5 U.S.C. 6323(a)	Military Leave 5 USC 6323a Hours Used YTD	Priority	Mod	Changed to "2"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
380	Military Leave 5 U.S.C. 6323(a)	Military Leave 5 USC 6323a YTD Current Balance Hours	Priority	Mod	Changed to "2"	Priority reassignment
361	Military Leave 5 U.S.C. 6323(a)	Military Leave 5 USC 6323a Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
378	Military Leave 5 U.S.C. 6323(b)	Military Leave 5 USC 6323b Hours Used YTD	Priority	Mod	Changed to "2"	Priority reassignment
380	Military Leave 5 U.S.C. 6323(b)	Military Leave 5 USC 6323b YTD Current Balance Hours	Priority	Mod	Changed to "2"	Priority reassignment
361	Military Leave 5 U.S.C. 6323(b)	Military Leave 5 USC 6323b Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
378	Military Leave 5 U.S.C. 6323(c)	Military Leave 5 USC 6323c Hours Used YTD	Priority	Mod	Changed to "2"	Priority reassignment
380	Military Leave 5 U.S.C. 6323(c)	Military Leave 5 USC 6323c YTD Current Balance Hours	Priority	Mod	Changed to "2"	Priority reassignment
361	Military Leave 5 U.S.C. 6323(c)	Military Leave 5 USC 6323c Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
378	Military Leave 5 U.S.C. 6323(d)	Military Leave 5 USC 6323d Hours Used YTD	Priority	Mod	Changed to "2"	Priority reassignment
380	Military Leave 5 U.S.C. 6323(d)	Military Leave 5 USC 6323d YTD Current Balance Hours	Priority	Mod	Changed to "2"	Priority reassignment
361	Military Leave 5 U.S.C. 6323(d)	Military Leave 5 USC 6323d Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
358	Employee Leave Information	Leave Fiscal YTD Military Leave Balance Hours	Priority	Mod	Changed to "2"	Priority reassignment
361	Administrative Leave	Administrative Leave Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
1046	Administrative Leave	Administrative Leave Hours Used YTD	Priority	Mod	Changed to "2"	Priority reassignment
361	Bone Marrow Leave	Bone Marrow Leave Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
1047	Bone Marrow Leave	Bone Marrow Leave Hours Used YTD	Priority	Mod	Changed to "2"	Priority reassignment
361	Organ Donor Leave	Organ Donor Leave Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
361	Court Leave	Court Leave Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
353	Annual Leave Donation	Annual Leave Donation Amount	Priority	Mod	Changed to "2"	Priority reassignment
355	Annual Leave Donation	Annual Leave Donation Date	Priority	Mod	Changed to "2"	Priority reassignment
354	Donated Annual Leave Recipient	Donated Annual Leave Balance	Priority	Mod	Changed to "2"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
357	Donated Annual Leave Recipient	Donated Annual Leave Used	Priority	Mod	Changed to "2"	Priority reassignment
356	Donated Annual Leave Recipient	Donated Annual Leave Unused Balance	Priority	Mod	Changed to "2"	Priority reassignment
372	Donated Annual Leave Recipient	Donated Annual Leave Recipient Approval Date	Priority	Mod	Changed to "2"	Priority reassignment
376	Donated Annual Leave Recipient	Annual Leave Set Aside Amount	Priority	Mod	Changed to "2"	Priority reassignment
1050	Donated Annual Leave Recipient	Sick Leave Set Aside Amount	Priority	Mod	Changed to "2"	Priority reassignment
347	Employee Leave Information	Annual Leave Abeyance Balance	Priority	Mod	Changed to "2"	Priority reassignment
349	Employee Leave Information	Annual Leave Carryover Hours	Priority	Mod	Changed to "2"	Priority reassignment
1048	Employee Leave Information	Sick Leave Abeyance Balance	Priority	Mod	Changed to "2"	Priority reassignment
1049	Employee Leave Information	Sick Leave Carryover Hours	Priority	Mod	Changed to "2"	Priority reassignment
1055	Employee Leave Information	Part-Time Annual Leave Hours Earned	Priority	Mod	Changed to "2"	Priority reassignment
1056	Employee Leave Information	Part-Time Sick Leave Hours Earned	Priority	Mod	Changed to "2"	Priority reassignment
362	Lump Sum Leave Pay	Lump Sum Leave Hourly Rate Amount	Priority	Mod	Changed to "2"	Priority reassignment
363	Lump Sum Leave Pay	Lump Sum Leave Hourly Rate Start Date	Priority	Mod	Changed to "2"	Priority reassignment
364	Lump Sum Leave Pay	Lump Sum Leave Leave Period End Date	Priority	Mod	Changed to "2"	Priority reassignment
365	Lump Sum Leave Pay	Lump Sum Leave Period Start Date	Priority	Mod	Changed to "2"	Priority reassignment
366	Lump Sum Leave Pay	Lump Sum Leave Paid Hours	Priority	Mod	Changed to "2"	Priority reassignment
367	Lump Sum Leave Pay	Lump Sum Leave Payment Refund Amount	Priority	Mod	Changed to "2"	Priority reassignment
368	Lump Sum Leave Pay	Lump Sum Leave Recredited Hours	Priority	Mod	Changed to "2"	Priority reassignment
1057	Lump Sum Leave Pay	Lump Sum Total Leave Period End Date	Priority	Mod	Changed to "2"	Priority reassignment
1058	Lump Sum Leave Pay	Lump Sum Restored Annual Leave Hours Paid	Priority	Mod	Changed to "2"	Priority reassignment
1059	Lump Sum Leave Pay	Lump Sum Unexpired Annual Leave Hourly Rate Amount	Priority	Mod	Changed to "2"	Priority reassignment
1060	Lump Sum Leave Pay	Lump Sum Unexpired Annual Leave Hours	Priority	Mod	Changed to "2"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
379	Employee Leave Information	Leave Year to Date YTD Advance Balance Hours	Priority	Mod	Changed to "2"	Priority reassignment
396	Medical Emergency	Medical Emergency End Date	Priority	Mod	Changed to "2"	Priority reassignment
397	Medical Emergency	Medical Emergency Start Date	Priority	Mod	Changed to "2"	Priority reassignment
408	Retirement Eligible Earnings	Military Lost Days	Priority	Mod	Changed to "2"	Priority reassignment
288	Family and Medical Leave Act FMLA Usage	Family and Medical Leave Act FMLA Beginning Date	Priority	Mod	Changed to "2"	Priority reassignment
289	Family and Medical Leave Act FMLA Usage	Family and Medical Leave Act FMLA End Date	Priority	Mod	Changed to "2"	Priority reassignment
290	Family and Medical Leave Act FMLA Usage	Family and Medical Leave Act FMLA Hours Used	Priority	Mod	Changed to "2"	Priority reassignment
291	Family and Medical Leave Act FMLA Usage	Family and Medical Leave Act FMLA Hours Used in Pay Period	Priority	Mod	Changed to "2"	Priority reassignment
1052	Nonpay Status	Absence Without Leave Hours in Pay Period	Data Concept	Mod	Changed name to "Nonpay Status" per policy recommendation	
1052	Nonpay Status	Absence Without Leave Hours in Pay Period	Priority	Mod	Changed to "2"	Priority reassignment
1053	Nonpay Status	Absence Without Leave Hours in Leave Year	Data Concept	Mod	Changed name to "Nonpay Status" per policy recommendation	
1053	Nonpay Status	Absence Without Leave Hours in Leave Year	Priority	Mod	Changed to "2"	Priority reassignment
42	Nonpay Status	Absence Without Pay Credit Reduction Hours in Pay Period	Data Concept	Mod	Changed name to "Nonpay Status" per policy recommendation	
42	Nonpay Status	Absence Without Pay Credit Reduction Hours in Pay Period	Priority	Mod	Changed to "2"	Priority reassignment
43	Nonpay Status	Absence Without Pay Credit Reduction Hours YTD	Data Concept	Mod	Changed name to "Nonpay Status" per policy recommendation	
43	Nonpay Status	Absence Without Pay Credit Reduction Hours YTD	Priority	Mod	Changed to "2"	Priority reassignment
44	Nonpay Status	Absence Without Pay Hours in Pay Period	Data Concept	Mod	Changed name to "Nonpay Status" per policy recommendation	
44	Nonpay Status	Absence Without Pay Hours in Pay Period	Retirement	Add	Added "Y"	
44	Nonpay Status	Absence Without Pay Hours in Pay Period	Priority	Mod	Changed to "1"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
44	Nonpay Status	Absence Without Pay Hours in Pay Period	Definition	Mod	Clarified data element requirements	
46	Nonpay Status	Absence Without Pay Since Last Equivalent Increase	Data Concept	Mod	Changed name to "Nonpay Status" per policy recommendation	
46	Nonpay Status	Absence Without Pay Since Last Equivalent Increase	Priority	Mod	Changed to "2"	Priority reassignment
46	Nonpay Status	Absence Without Pay Since Last Equivalent Increase	Definition	Mod	Clarified data element requirements	
45	Nonpay Status	Absence Without Pay in Leave Year	Data Concept	Mod	Changed name to "Nonpay Status" per policy recommendation	
45	Nonpay Status	Absence Without Pay in Leave Year	Priority	Mod	Changed to "2"	Priority reassignment
45	Nonpay Status	Absence Without Pay in Leave Year	Definition	Mod	Clarified data element requirements	
1051	Nonpay Status	Other Nonpay Status in Pay Period	Data Concept	Mod	Changed name to "Nonpay Status" per policy recommendation	
1051	Nonpay Status	Other Nonpay Status in Pay Period	Name	Mod	Per policy, changed name to capture all other nonpay status hours.	
1051	Nonpay Status	Other Nonpay Status in Pay Period	Priority	Mod	Changed to "2"	Priority reassignment
1051	Nonpay Status	Other Nonpay Status in Pay Period	Definition	Mod	Clarified data element requirements	
1063	Nonpay Status	Other Nonpay Status in Leave Year	Data Concept	Mod	Changed name to "Nonpay Status" per policy recommendation	
1063	Nonpay Status	Other Nonpay Status in Leave Year	Name	Mod	Per policy, changed name to capture all other nonpay status hours.	
1063	Nonpay Status	Other Nonpay Status in Leave Year	Priority	Mod	Changed to "2"	Priority reassignment
1063	Nonpay Status	Other Nonpay Status in Leave Year	Definition	Mod	Clarified data element requirements	
173	FEGLI Contribution	Federal Employees' Group Life Insurance FEGLI Agency Basic Contribution Amount	Priority	Mod	Changed to "2"	Priority reassignment
130	FEGLI Contribution	Federal Employees' Group Life Insurance FEGLI Employee Basic Amount	Priority	Mod	Changed to "2"	Priority reassignment
136	FEGLI Contribution	Federal Employees' Group Life Insurance FEGLI Employee Optional Amount	Priority	Mod	Changed to "2"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
230	FEHB Contribution	Federal Employee Health Benefits FEHB Agency Contribution Amount	Priority	Mod	Changed to "2"	Priority reassignment
233	FEHB Contribution	Federal Employees Health Benefits FEHB Deduction Amount	Retirement	Add	Added "Y"	
233	FEHB Contribution	Federal Employees Health Benefits FEHB Deduction Amount	Priority	Mod	Changed to "1"	Priority reassignment
231	FEHB Contribution	Federal Employees Health Benefits FEHB Agency Temporary Continuation of Coverage TCC Contribution Amount	Priority	Mod	Changed to "2"	Priority reassignment
651	General Deduction	FICA and OASDI Agency Contribution Amount	Priority	Mod	Changed to "2"	Priority reassignment
1000	General Deduction	FICA and OASDI YTD Agency Contribution Amount	Priority	Mod	Changed to "2"	Priority reassignment
994	General Deduction	FICA and OASDI Deduction Amount	Priority	Mod	Changed to "2"	Priority reassignment
1001	General Deduction	FICA and OASDI YTD Deduction Amount	Priority	Mod	Changed to "2"	Priority reassignment
686	Thrift Savings Plan Contribution	Thrift Savings Plan TSP Agency Pay Period Contribution Amount	Priority	Mod	Changed to "2"	Priority reassignment
985	Thrift Savings Plan Contribution	Thrift Savings Plan TSP Agency Contribution Year to Date YTD Amount	Priority	Mod	Changed to "2"	Priority reassignment
690	Thrift Savings Plan Contribution	Thrift Savings Plan TSP Employee Pay Period Contribution Amount	Priority	Mod	Changed to "2"	Priority reassignment
684	Thrift Savings Plan Contribution	Thrift Savings Plan TSP Employee Contribution Year to Date YTD Amount	Priority	Mod	Changed to "2"	Priority reassignment
315	Intergovernmental Personnel Act	Intergovernmental Personnel Act IPA Basic Pay Rate Amount	Priority	Mod	Changed to "2"	Priority reassignment
323	Intergovernmental Personnel Act	Intergovernmental Personnel Act IPA Other Annual Salary Amount	Priority	Mod	Changed to "2"	Priority reassignment
326	Intergovernmental Personnel Act	Intergovernmental Personnel Act IPA Other Employment End Date	Priority	Mod	Changed to "2"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
327	Intergovernmental Personnel Act	Intergovernmental Personnel Act IPA Other Employment Start Date	Priority	Mod	Changed to "2"	Priority reassignment
16	CSRS Contribution	CSRS Agency Contribution Amount	Priority	Mod	Changed to "2"	Priority reassignment
587	CSRS Contribution	CSRS Contribution Current Pay Period Amount	Retirement	Add	Added "Y"	
587	CSRS Contribution	CSRS Contribution Current Pay Period Amount	Priority	Mod	Changed to "1"	Priority reassignment
587	CSRS Contribution	CSRS Contribution Current Pay Period Amount	Notes	Add	Added notes regarding corrections in this field.	
16	Basic FERS Contribution	Basic FERS Agency Contribution Amount	Priority	Mod	Changed to "2"	Priority reassignment
587	Basic FERS Contribution	Basic FERS Contribution Current Pay Period Amount	Retirement	Add	Added "Y"	
587	Basic FERS Contribution	Basic FERS Contribution Current Pay Period Amount	Priority	Mod	Changed to "1"	Priority reassignment
587	State Employee Contribution	State Employee Contribution Current Pay Period Amount	Priority	Mod	Changed to "2"	Priority reassignment
587	NAF Contribution	NAF Contribution Current Pay Period Amount	Priority	Mod	Changed to "2"	Priority reassignment
594	Retirement Contribution	Retirement Voluntary Contribution Amount	Priority	Mod	Changed to "4"	Priority reassignment – field is not available at payroll office
113	Retirement Eligible Earnings	Disability Retirement Pay Stop Date	Priority	Mod	Changed to "2"	Priority reassignment
116	Retirement Eligible Earnings	Total Retirement Creditable Pay - Pay Period	Name	Mod	Modified name to reflect business rules based on policy and RSM input.	
116	Retirement Eligible Earnings	Total Retirement Creditable Pay - Pay Period	Retirement	Add	Added "Y"	
116	Retirement Eligible Earnings	Total Retirement Creditable Pay - Pay Period	Priority	Mod	Changed to "1"	Priority reassignment
116	Retirement Eligible Earnings	Total Retirement Creditable Pay - Pay Period	Definition	Mod	Modified definition to reflect business rules based on policy and RSM input.	
998	Retirement Eligible Earnings	Total Retirement Creditable Pay - YTD	Name	Mod	Modified name to reflect business rules based on policy and RSM input.	
998	Retirement Eligible Earnings	Total Retirement Creditable Pay - YTD	Priority	Mod	Changed to "2"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
998	Retirement Eligible Earnings	Total Retirement Creditable Pay - YTD	Definition	Mod	Modified definition to reflect business rules based on policy and RSM input.	
166	Retirement System Refunded	Retirement System Refunded Service End Date	Priority	Mod	Changed to "4"	Priority reassignment
167	Retirement System Refunded	Retirement System Refunded Service Start Date	Priority	Mod	Changed to "4"	Priority reassignment
168	Retirement System Refunded	Retirement System Refunded Service Days	Priority	Mod	Changed to "4"	Priority reassignment
608	Service Deposit/Credit Election	Service Deposit/Credit Balance Due Amount	Priority	Mod	Changed to "4"	Priority reassignment
609	Service Deposit/Credit Election	Service Deposit/Credit Effective Date	Priority	Mod	Changed to "4"	Priority reassignment
610	Service Deposit/Credit Election	Service Deposit/Credit Election Date	Priority	Mod	Changed to "4"	Priority reassignment
612	Service Deposit/Credit Election	Service Deposit/Credit Election Indicator	Priority	Mod	Changed to "4"	Priority reassignment
613	Service Deposit/Credit Election	Service Deposit/Credit Employee Annuity Eligibility Indicator	Priority	Mod	Changed to "4"	Priority reassignment
614	Service Deposit/Credit Election	Service Deposit/Credit Employee Annuity Increase Indicator	Priority	Mod	Changed to "4"	Priority reassignment
637	Service Deposit/Credit Election	Service Deposit/Credit Earnings	Priority	Mod	Changed to "4"	Priority reassignment
615	Service Deposit/Credit Election	Service Deposit/Credit End Date	Priority	Mod	Changed to "4"	Priority reassignment
631	Service Deposit/Credit Election	Service Deposit/Credit Start Date	Priority	Mod	Changed to "4"	Priority reassignment
616	Service Deposit/Credit Election	Service Deposit/Credit Interest Accrual Date	Priority	Mod	Changed to "4"	Priority reassignment
617	Service Deposit/Credit Election	Service Deposit/Credit Interest Computation Date	Priority	Mod	Changed to "4"	Priority reassignment
618	Service Deposit/Credit Payment	Service Deposit/Credit Interest Due Amount	Priority	Mod	Changed to "4"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
619	Service Deposit/Credit Payment	Service Deposit/Credit Interest Period Start Date	Priority	Mod	Changed to "4"	Priority reassignment
620	Service Deposit/Credit Payment	Service Deposit/Credit Interest Rate	Priority	Mod	Changed to "4"	Priority reassignment
621	Service Deposit/Credit Payment	Service Deposit/Credit Lost Days	Priority	Mod	Changed to "4"	Priority reassignment
622	Service Deposit/Credit Payment	Service Deposit/Credit Payment Amount	Priority	Mod	Changed to "4"	Priority reassignment
623	Service Deposit/Credit Payment	Service Deposit/Credit Payment Date	Priority	Mod	Changed to "4"	Priority reassignment
627	Service Deposit/Credit Payment	Service Deposit/Credit Payment Number	Priority	Mod	Changed to "4"	Priority reassignment
628	Service Deposit/Credit Payment	Service Deposit/Credit Payment Type Code	Priority	Mod	Changed to "4"	Priority reassignment
629	Service Deposit/Credit Payment	Service Deposit/Credit Principal Amount	Priority	Mod	Changed to "4"	Priority reassignment
632	Service Deposit/Credit Payment	Service Deposit/Credit Total Due Amount	Priority	Mod	Changed to "4"	Priority reassignment
633	Service Deposit/Credit Status	Service Deposit/Credit Total Service Days	Priority	Mod	Changed to "4"	Priority reassignment
634	Service Deposit/Credit Status	Service Deposit/Credit Total Service Months	Priority	Mod	Changed to "4"	Priority reassignment
635	Service Deposit/Credit Status	Service Deposit/Credit Total Service Years	Priority	Mod	Changed to "4"	Priority reassignment
636	Service Deposit/Credit Status	Service Deposit/Credit Withholding Percent	Priority	Mod	Changed to "4"	Priority reassignment
1069	Data Record	Retroactive Adjustment Indicator	Priority	Mod	Changed to "1"	Priority reassignment
1076	Pay Period	Pay Period Number	Priority	Mod	Changed to "1"	Priority reassignment
	Employee Pay	Retirement Creditable Social Security Pay - Pay Period	All	Add	Field added based on RSM requirements.	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
	Employee Pay	Retirement Creditable Social Security Pay - YTD	All	Add	Field added based on RSM requirements.	
	Retirement Eligible Earnings	Retirement Creditable Customs Officer Overtime Earnings - Pay Period	All	Add	Field added based on RSM requirements.	
	Employee Pay Rate	Retirement Creditable Annualized Rate of Basic Pay	All	Add	Field added based on RSM requirements.	
	Employee Pay Rate	Annual Rate of Basic Pay for FEGLI	All	Add	Field added based on RSM requirements.	
	Employee Pay Rate	Physicians Comparability Allowance (PCA) Annualized Rate of Pay	All	Add	Field added based on RSM requirements.	
	Employee Pay Rate	Annualized Hours Factor	All	Add	Field added based on RSM requirements.	
	Employee Hours	Paid Non-Overtime Hours for Part-time Employee	All	Add	Field added based on RSM requirements.	
	FEGLI Contribution	Federal Employees' Group Life Insurance (FEGLI) Code	All	Add	Field added based on RSM requirements.	
257	FEHB Contribution	Federal Employees Health Benefits (FEHB) Plan Code	All	Add	Field added based on RSM requirements.	
	Nonpay Status	Leave Without Pay for Workers' Compensation in Pay Period	All	Add	Field added per policy requirement	
	Nonpay Status	Leave Without Pay for Workers' Compensation in Leave Year	All	Add	Field added per policy requirement	
	Nonpay Status	Leave Without Pay for Uniformed Service in Pay Period	All	Add	Field added per policy requirement	
	Nonpay Status	Leave Without Pay for Uniformed Service in Leave Year	All	Add	Field added per policy requirement	
23	Retention Incentive	Retention Incentive Amount - Non-Title 5 USC 5754	All	Add	Field added per policy requirement to capture non Title 5 portion.	
23	Relocation Incentive	Relocation Incentive Amount - Non-Title 5 USC 5753	All	Add	Field added per policy requirement to capture non Title 5 portion.	
23	Recruitment Incentive	Recruitment Incentive Amount - Non-Title 5 USC 5753	All	Add	Field added per policy requirement to capture non Title 5 portion.	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
	Student Loan Repayment	Student Loan Repayment Amount - Pay Period	All	Add	Field added per policy requirement	
	Student Loan Repayment	Student Loan Repayment Amount - YTD	All	Add	Field added per policy requirement	
	Pay Period	Official Pay Date	All	Add	Field added based on RSM requirements.	

C.5   Training Record

C.5.1 Version 2.0

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
997	Data Record	Record Action	Codes	Mod	Changed the valid code values list of "Update" to "Correct"	Per policy office request
991	Training Unit	Training Title	Datatype	Mod	Increased field length from VARCHAR(60) to VARCHAR(100)	Per policy office request
1036	Training Unit	Training Sub Type Code	All	Add	Added new data element	Per policy office request
989	Training	Training Funding Source Type Code	All	Del	This data element is replaced by the four new data element below, which separate the funding source out for each training cost type.	Per policy office request
989	Training Materials Cost	Training Materials Cost	Definition	Mod	Modified definition to clarify that this data element pertains only to the cost paid for by the government.	Per policy office request
989	Training Per Diem Cost	Training Per Diem Cost	Definition	Mod	Modified definition to clarify that this data element pertains only to the cost paid for by the government.	Per policy office request
989	Training Travel Cost	Training Travel Cost	Definition	Mod	Modified definition to clarify that this data element pertains only to the cost paid for by the government.	Per policy office request
989	Training Tuition and Fees Cost	Training Tuition and Fees Cost	Definition	Mod	Modified definition to clarify that this data element pertains only to the cost paid for by the government.	Per policy office request
1038	Training Nongovernment Contribution Cost	Training Nongovernment Contribution Cost	All	Add	Added a new data element to account for cost paid for by sources other than the government.	Per policy office request

C.5.2 Version 3.0

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
All	Training Unit	All	Data Concept	Mod	Renamed Training Unit to Completed Training Unit	This change should not affect the file format.
720	Completed Training Unit	Training Start Date	System Rep Req	Mod	Modified from Critical to Optional since this data element is not applicable to all training units.	
709	Completed Training Unit	Training Duty Hours	Definition	Mod	Modified definition.	
713	Training Materials Cost	Training Materials Cost	Definition	Mod	Modified definition.	
713	Training Materials Cost	Training Materials Cost	Policy Rep Req	Mod	Modified data element to specify it as a "Critical" data element.	This data element was not marked as "Critical" in the previous release of the ICD, but should have been.
715	Training Per Diem Cost	Training Per Diem Cost	Policy Rep Req	Mod	Modified data element to specify it as a "Critical" data element.	This data element was not marked as "Critical" in the previous release of the ICD, but should have been.
721	Training Travel Cost	Training Travel Cost	Policy Rep Req	Mod	Modified data element to specify it as a "Critical" data element.	This data element was not marked as "Critical" in the previous release of the ICD, but should have been.
722	Training Tuition and Fees Cost	Training Tuition and Fees Cost	Policy Rep Req	Mod	Modified data element to specify it as a "Critical" data element.	This data element was not marked as "Critical" in the previous release of the ICD, but should have been.
1038	Training Nongovernment Contribution Cost	Training Nongovernment Contribution Cost	Policy Rep Req	Mod	Modified data element to specify it as a "Critical" data element.	This data element was not marked as "Critical" in the previous release of the ICD, but should have been.

C.5.3   Version 3.1

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
None						

C.5.4   Version 3.2

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
None						

C.5.5 Version 3.3

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
987	Completed Training Unit	Training Credit Type Code	Codes	Mod	Added "04" code to allow "N/A" value to be passed vs. a null.	

C.5.6 Version 3.4

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
All	All	All	System Rep Req	Mod	Added "Dup" indicator to all fields	
1	Data Record	Record Action	Notes	Mod	Clarified notes	
3	Employee ID	Birth Date	Notes	Mod	Clarified notes	
9	Completed Training Unit	Training Start Date	Policy Rep Req	Mod	Changed priority	
10	Completed Training Unit	Training End Date	Policy Rep Req	Mod	Changed priority	
11	Completed Training Unit	Continued Service Agreement Expiration Date	Policy Rep Req	Mod	Changed priority	
14	Completed Training Unit	Training Credit	Policy Rep Req	Mod	Changed priority	
16	Completed Training Unit	Training Credit Type Code	Policy Rep Req	Mod	Changed priority	

C.5.7 Version 4.0

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
997	Data Record	Record Action	Priority	Mod	Changed to "1"	Priority reassignment
999	Employee ID	EHRI Employee ID	Record Identifier	Del	Removed record identifier	Field currently is not provided by agency and will be blank.
999	Employee ID	EHRI Employee ID	Priority	Mod	Changed to "4"	Priority reassignment
999	Employee ID	EHRI Employee ID	Notes	Mod	Updated processing notes	
720	Completed Training Unit	Training Start Date	Priority	Mod	Changed to "1"	Priority reassignment
720	Completed Training Unit	Training Start Date	Record Identifier	Del	Removed record identifier	
89	Completed Training Unit	Continued Service Agreement Expiration Date	Priority	Mod	Changed to "1"	Priority reassignment
89	Completed Training Unit	Continued Service Agreement Expiration Date	Record Identifier	Del	Removed record identifier	

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
89	Completed Training Unit	Continued Service Agreement Expiration Date	Definition	Mod	Clarified business definition based on policy input	
90	Completed Training Unit	Continued Service Agreement Required Indicator	Priority	Mod	Changed to "1"	Priority reassignment
90	Completed Training Unit	Continued Service Agreement Required Indicator	Record Identifier	Del	Removed record identifier	
90	Completed Training Unit	Continued Service Agreement Required Indicator	Definition	Mod	Clarified business definition based on policy input	
699	Completed Training Unit	Training Accreditation Indicator	Priority	Mod	Changed to "1"	Priority reassignment
699	Completed Training Unit	Training Accreditation Indicator	Record Identifier	Del	Removed record identifier	
704	Completed Training Unit	Training Credit	Priority	Mod	Changed to "1"	Priority reassignment
704	Completed Training Unit	Training Credit	Record Identifier	Del	Removed record identifier	
705	Completed Training Unit	Training Credit Designation Type Code	Priority	Mod	Changed to "1"	Priority reassignment
705	Completed Training Unit	Training Credit Designation Type Code	Record Identifier	Del	Removed record identifier	
987	Completed Training Unit	Training Credit Type Code	Priority	Mod	Changed to "1"	Priority reassignment
987	Completed Training Unit	Training Credit Type Code	Record Identifier	Del	Removed record identifier	
709	Completed Training Unit	Training Duty Hours	Priority	Mod	Changed to "1"	Priority reassignment
709	Completed Training Unit	Training Duty Hours	Record Identifier	Del	Removed record identifier	
714	Completed Training Unit	Training Non Duty Hours	Priority	Mod	Changed to "1"	Priority reassignment
714	Completed Training Unit	Training Non Duty Hours	Record Identifier	Del	Removed record identifier	
707	Completed Training Unit	Training Delivery Type Code	Priority	Mod	Changed to "1"	Priority reassignment
707	Completed Training Unit	Training Delivery Type Code	Record Identifier	Del	Removed record identifier	
716	Completed Training Unit	Training Purpose Type Code	Priority	Mod	Changed to "1"	Priority reassignment
716	Completed Training Unit	Training Purpose Type Code	Record Identifier	Del	Removed record identifier	
718	Completed Training Unit	Training Source Type Code	Priority	Mod	Changed to "1"	Priority reassignment

EHRI Ref #	Data Concept	Element Name	Affected Column	Action	Action Details	Comments
718	Completed Training Unit	Training Source Type Code	Record Identifier	Del	Removed record identifier	
713	Training Materials Cost	Training Materials Cost	Priority	Mod	Changed to "1"	Priority reassignment
713	Training Materials Cost	Training Materials Cost	Record Identifier	Del	Removed record identifier	
715	Training Per Diem Cost	Training Per Diem Cost	Priority	Mod	Changed to "1"	Priority reassignment
715	Training Per Diem Cost	Training Per Diem Cost	Record Identifier	Del	Removed record identifier	
721	Training Travel Cost	Training Travel Cost	Priority	Mod	Changed to "1"	Priority reassignment
721	Training Travel Cost	Training Travel Cost	Record Identifier	Del	Removed record identifier	
722	Training Tuition and Fees Cost	Training Tuition and Fees Cost	Priority	Mod	Changed to "1"	Priority reassignment
722	Training Tuition and Fees Cost	Training Tuition and Fees Cost	Record Identifier	Del	Removed record identifier	
1038	Training Nongovernment Contribution Cost	Training Nongovernment Contribution Cost	Priority	Mod	Changed to "1"	Priority reassignment
1038	Training Nongovernment Contribution Cost	Training Nongovernment Contribution Cost	Record Identifier	Del	Removed record identifier	
	Training Travel Indicator	Training Travel Indicator	All	Add	Added new field based on training policy requirements	