

NWCG
EMPLOYMENT CATEGORY
Standard Data Values

May 6, 2004

Standard data values are provided when a data element has a pre-determined set of terms, codes, and/or numbers that must be used in order for the data to be valid. The purpose of standard data values is to ensure consistency and accuracy within the system and across multiple systems.

The following list provides NWCG's standard Employment Categories:

Category	Description
Career	An appointment/agreement that meets the following conditions: <ul style="list-style-type: none"> • Employing office is a government entity • Employees are permanent employees • Year-round work schedule • Employee receives compensation for work
Career-seasonal	An appointment/agreement that meets the following conditions: <ul style="list-style-type: none"> • Employing office is a government entity • Employees are permanent employees who are placed in nonduty/nonpay status and recalled to duty in accordance with pre-established conditions of employment • Annually recurring periods of work of at least 6 months, but less than 12 months, during a calendar year • Employee receives compensation for work
Temporary	An appointment/agreement that meets the following conditions: <ul style="list-style-type: none"> • Employing office is a government entity • Term of appointment is not to exceed one year • Employee receives compensation for work
Casual Hire	An appointment/agreement that meets the following conditions: <ul style="list-style-type: none"> • Term of appointment is based on duration of the emergency situation for which the employee is hired. • Employee receives compensation for work based on Administratively Determined (AD) Pay Plan for Emergency Workers
Intermittent / Call when needed	An appointment/agreement that meets the following conditions: <ul style="list-style-type: none"> • Employing office is a government or contractor entity • There is no set work schedule; the person is in a "call-when-needed" status. • Employee receives compensation for work
Volunteer	An appointment/agreement that meets the following conditions: <ul style="list-style-type: none"> • The person does not receive compensation (other than reasonable reimbursement or allowance for expenses actually incurred)

Guidelines for changing this list of standardized data values can be found in the Change Procedures for this data standard.