

## Appendix H – Retirement Data Valid Values

For some of the retirement data elements, OPM has already provided guidance on the valid values. In these cases, the OPM source is referenced instead of listing the valid values.

The Guide to Human Resources Reporting (GHRR) can be found using the following link:  
<http://www.opm.gov/feddata/ghrr/index.asp>

The Guide to Data Standards (GDS) can be found using the following link:  
<http://www.opm.gov/feddata/guidance.asp>

Data Element Name	Valid Values
Account Type Code	C = Checking S = Savings
Additional Retirement Creditable Basic Pay Rate Code	01 = Night Shift Differential Pay for Wage Employees 02 = Pharmacist Executive Pay 03 = Legislative Branch Employees (Section 61-1 of Title 2) Pay 04 = Firefighter Pay 05 = Law Enforcement Officer Availability Pay 06 = Premium Pay - Administratively Uncontrollable Overtime 07 = Premium Pay - Standby Pay 08 = Premium Pay - VA Nurses 09 = Recruiting and Retention Pay 10 = Physician Comparability Allowance (PCA) Pay 11 = Market pay for doctors and dentists under 38 USC 7431(c) and 7432 12 = Title 42 Scientist Pay
Agency Subelement Code	AGENCY/SUBELEMENT in the Guide to Data Standards (GDS) (Title 5 Agencies)
Annuitant Code	ANNUITANT INDICATOR in GDS
Citizenship Country Code	CITIZENSHIP COUNTRY CODE in GDS
Country Code	CITIZENSHIP COUNTRY CODE in GDS
Duty Station Code	Duty Station File on <a href="http://www.opm.gov/feddata/guidance.asp">http://www.opm.gov/feddata/guidance.asp</a>
Employing Agency Country Code	CITIZENSHIP COUNTRY CODE in GDS
Employing Agency State Code	State Code in Appendix A of the Guide to Human Resources Reporting (GHRR)
Federal Employees' Group Life Insurance (FEGLI) Code	FEDERAL EMPLOYEES' GROUP LIFE INSURANCE in GDS
FEGLI Event Code	FEDERAL EMPLOYEES' GROUP LIFE INSURANCE FEGLI LIFE CHANGE CODE in GDS

Data Element Name	Valid Values
FEGLI Living Benefits Code	F = Full P = Partial N = None
Federal Employees Health Benefits (FEHB) Plan Code	HEALTH PLAN in GDS
FEHB Eligible Code	01 = Eligible, met participation requirement 02 = Eligible, met first opportunity participation requirement 03 = Eligible, received OPM participation waiver 04 = Eligible, met participation requirement because covered as a dependent under FEHB plan 05 = Eligible, met participation requirement because covered under TriCare 06 = Eligible, met participation requirement because covered under CHAMPVA 07 = Ineligible, did not meet participation requirement 08 = Employee was not enrolled in FEHB
FEHB Event Code	FEDERAL EMPLOYEES HEALTH BENEFITS (FEHB) EVENT CODE in GDS
FERCCA Code	R = Resolved U = Unresolved P = Pending Resolution NA = Not Applicable
Grade, Level, Class, Rank, or Pay Band Code	GRADE, LEVEL, CLASS, RANK, OR PAY BAND in GDS
Human Resource (HR) Data Provider Code	AB00 = American Battle Monuments Commission AF00 = Department of the Air Force AFNG = Air National Guard Units (Title 32) AG00 = Department of Agriculture AG02 = Agriculture Marketing Services AR00 = Department of the Army DD00 = Department of Defense DD07 = Defense Logistics Agency DD16 = Department of Defense Education Activity DD34 = Defense Commissary Agency DD35 = Defense Finance and Accounting Service DN01 = Department of Energy (Headquarters) DN03 = Department of Energy (Bonneville Power Administration) EC00 = Office of Administration EP00 = Environment Protection Agency GS00 = General Services Administration HE00 = Department of Health and Human Services IB00 = Broadcasting Board of Governors IN00 = Department of Interior LT00 = U.S. Tax Court NN00 = National Aeronautics and Space Administration NV00 = Department of the Navy PO00 = U.S. Postal Service ST00 = Department of State SZ00 = Social Security Administration TD00 = Department of Transportation VA00 = Department of Veterans Affairs

Data Element Name	Valid Values
Intermittent Work Unit Code	H = Hours D = Days
Legal Authority Code	LEGAL AUTHORITY (1) in GDS  Note that permitted values also include Agency-created legal authority codes that begin with the numeric characters 6, 7, 8, or 9.
LWOP Type Code	01 = OWCP 02 = OWCP P.L. 108-92 03 = Intergovernmental Personnel Act (IPA) 04 = Union Official / International Organization 05 = Uniformed Services 06 = General  01 (OWCP) is intended for FERS or CSRS Offset employees that work part-time and are in an LWOP status for the remainder of the work day. CSRS employees that receive OWCP, whether they perform no work or work part-time, should use this code.  02 (OWCP P.L. 108-92) is intended for FERS or CSRS Offset employees on LWOP while performing no work and receiving OWCP benefits. P.L. 108-92 allows a 1% annuity enhancement for certain FERS employees receiving OWCP benefits.  05 (Uniformed Services) is only intended for the Summary of Service record to document periods of LWOP-US / Absent-US at prior Agencies.
Manual Submission Reason Code	01 = Non-Appropriated Fund Service 02 = Indian/Tribal Assignments 03 = Settlements/Agreements/Administrative Board Orders 04 = International Organization 05 = Dual Appointment 06 = Intergovernmental Personnel Act (IPA) Assignment 07 = Union Official Assignment 08 = Other
Military Retired or Retainer Pay Type Code	01 = Non-Regular Reserve Retirement (Chapter 1223 of Title 10) 02 = Disability Incurred in Combat 03 = Disability Caused by Instrumentality of War in the Line of Duty 04 = Regular Military Retirement (includes disability retirement other than codes 02 and 03) 05 = Temporary Early Retirement Authority 06 = Military Retired Authority Unknown
Military Service Branch Type Code	01 = Army 02 = Navy 03 = Marine Corps 04 = Air Force 05 = Coast Guard 06 = Public Health Service 07 = National Oceanic and Atmospheric Administration (NOAA), formerly Coast and Geodetic Survey and Environmental Science Services Administration
Military Service Character of Service Code	01 = Honorable 02 = Under Honorable Conditions (General) 03 = Under Other Than Honorable Conditions

Data Element Name	Valid Values
	04 = Entry Level Separation 05 = Academy Time  03 (Under Other Than Honorable Conditions) includes the following less than honorable conditions: Clemency Discharge Vietnam Era (not honorable), Bad Conduct, Dishonorable, and Uncharacterized  04 (Entry Level Separation) is similar to 03, the military service is not creditable for retirement purposes
Military Service Deposit Payment Status	01 = Paid in Full 02 = Partially Paid 03 = No Payment
Military Service Deposit Retirement Plan	C = CSRS F = FERS
Military Service Deposit Survivor Payment Code	01 = Payment Pending 02 = Payment Declined
NAF Service Component Code	01 = United States Army 02 = United States Air Force 03 = United States Marine Corps 04 = Commander Navy Installations Command (CNIC) 05 = Navy Exchange Service Command (NEXCOM) 06 = Army and Air Force Exchange Service (AAFES) 07 = United States Coast Guard
NAF Service Portability Election Law	101-508: P.L. 101-508 104-106: P.L. 104-106 107-107: P.L. 107-107
NAF Service Credit Election Law	99-638: P.L. 99-638 104-106: P.L. 104-106 107-107: P.L. 107-107
NAF Service Work Schedule Code	F = Full-time N = Non full-time (treated like intermittent)
National Guard Military Service Provision Code	01 = Title 10 02 = Title 32 (only applies for Army and Air Force) 03 = Title 10/32 Blended (distinct period that includes Title 10 and 32 service)
Nature of Action Code	NATURE OF ACTION (1) in GDS  In the retirement feed, provide the net effect of actions and exclude the following NOA codes: 790, 815, 816, 817, 826, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 871, 878, 879, 880, 883, 885, 886, 887, and 889.
Non-deduction Service Deposit Payment Status	01 = Paid in Full 02 = Partially Paid 03 = No Payment 04 = Unknown

Data Element Name	Valid Values
Occupational Series Type Code	OCCUPATION in GDS
Pay Basis Type Code	PAY BASIS in GDS
Pay Plan Code	PAY PLAN in GDS
Personnel Office Identifier	PERSONNEL OFFICE IDENTIFIER in GDS
Position Occupied Code	POSITION OCCUPIED in GDS
Record Type Code	01 = Separation 02 = Transfer 03 = At Retirement 04 = Death in Service 05 = FERS Election 06 = Preliminary Disability Retirement
Retirement Application Format Code	E = Electronic P = Paper
Retirement Plan Code	RETIREMENT PLAN in GDS
Retroactive Adjustment Reason Code	F = FERCCA M = MSPB Decision U = Union Settlement B = Back Pay (Non-statutory) O = Other
SF 2809 Code	Y = Yes N = No S = Sent to OWCP
SF 2810 Code	Y = Yes N = No S = Sent to OWCP
Special Population Code	For more details, refer to the OPM Special Populations Document.  00 = None 01 = Law Enforcement Officer – Primary / Rigorous Position 01A = Law Enforcement Officer – Secondary Administrative Position 01S = Law Enforcement Officer - Secondary Supervisory Position 02 = Firefighter – Primary / Rigorous Position 02A = Firefighter – Secondary Administrative Position 02S = Firefighter – Secondary Supervisory Position 03 = Nuclear Materials Courier – Primary Position 03A = Nuclear Materials Courier – Secondary Administrative Position 03S = Nuclear Materials Courier – Secondary Supervisory Position 04 = Capitol Police Officer 04LC = Capitol Police Officer (officer who transferred to the Capitol Police from the Library of Congress Police) 06 = Congressional Employee 06B = Congressional Employee – Architect/Botanic/Budget

Data Element Name	Valid Values
	07 = Members of Congress
	07M = Members of Congress (Current Member who was also a Member on December 31, 1983)
	09 = Bankruptcy Judge
	09M = Bankruptcy Judge (Current Judge who was also a Judge on December 31, 1983)
	10 = Judge of U.S. Court of Appeals for the Armed Forces
	10M = Judge of U.S. Court of Appeals for the Armed Forces (Current Judge who was also a Judge on December 31, 1983)
	11 = U.S. Magistrates
	11M = U.S. Magistrates (Current U.S. Magistrate who was also a U.S. Magistrate on December 31, 1983)
	13 = Air Traffic Controller– 5 USC 2109(1)(A)(i)
	13X = Air Traffic Controller Other - 5 USC 2109(1)(A)(ii) 5 USC 2109(1)(B)
	13S = Air Traffic Controller – Second Level Supervisor 5 USC 8331(30)(B) and 8401(35)(B)
	14 = DVA Physician Assistants and Expanded-Function Dental Auxiliaries
	15 = DVA Nurse
	16 = Department of Veteran Affairs – Veterans Health Administration – Title 38
	17 = Customs and Border Protection Officer – Primary Position
	17P = Customs and Border Protection Officer – Primary Position, Proportional
	17A = Customs and Border Protection Officer – Secondary Administrative Position
	17AP = Customs and Border Protection Officer – Secondary Administrative Position, Proportional
	17S = Customs and Border Protection Officer – Secondary Supervisory Position
	17SP = Customs and Border Protection Officer – Secondary Supervisory Position, Proportional
	20 = Metropolitan Washington Airports Authority (MWA) Police Officer
	22 = Supreme Court Police Officer
	23 = Judge of the United States Tax Court
	23M = Judge of the United States Tax Court (Current Judge who was also a Judge on December 31, 1983)
	29 = Senior Official
	29M = Senior Official (Current Senior Official who was also a Senior Official on December 31, 1983)
	30 = Court of Federal Claims Judge
	30M = Court of Federal Claims Judge (Current Judge who was also a Judge on December 31, 1983)
	31 = Judge of the United States Court of Appeals for Veterans Claims
	38 = Transferred to International Organization and Mansfield Fellows
	45D = Military Reserve Technician – First Hired before February 11, 1996
	45E = Military Reserve Technician – First Hired on/after February 11, 1996
	46D = Military Reserve Technician Firefighter– First Hired before February 11, 1996
	46DS = Military Reserve Technician Firefighter / Supervisory – First Hired before February 11, 1996
	46E = Military Reserve Technician Firefighter – First Hired on/after February 11, 1996
	46ES = Military Reserve Technician Firefighter / Supervisory– First Hired on/after February 11, 1996
	47D = Military Reserve Technician Air Traffic Controller– First Hired before February 11, 1996
	47DS = Military Reserve Technician Air Traffic Controller / Supervisory– First Hired before February 11, 1996

Data Element Name	Valid Values
	47E = Military Reserve Technician Air Traffic Controller – First Hired on/after February 11, 1996 47ES= Military Reserve Technician Air Traffic Controller / Supervisory– First Hired on/after February 11, 1996 48D = National Guard Technician – First Hired before February 11, 1996 48E= National Guard Technician – First Hired on/after February 11, 1996 49D = National Guard Technician - Firefighter – First Hired before February 11, 1996 49DS = National Guard Technician – Firefighter / Supervisory – First Hired before February 11, 1996 49E = National Guard Technician - Firefighter – First Hired on/after February 11, 1996 49ES = National Guard Technician – Firefighter / Supervisory – Firs Hired on/after February 11, 1996 50D = National Guard Technician – Air Traffic Controller – First Hired before February 11, 1996 50DS = National Guard Technician – Air Traffic Controller / Supervisory – First Hired before February 11, 1996 50E = National Guard Technician – Air Traffic Controller – First Hired on/after February 11, 1996 50ES = National Guard Technician – Air Traffic Controller / Supervisory – First Hired on/after February 11, 1996 53 = Military Reserve Technician – (Non-Dual Status – Combat Continuation) 54 = National Guard Technician – (Non-Dual Status – Combat Continuation) 60 = (Non VA) Government Physician or Dentist with Physicians Comparability Allowance
State Code	State Code in Appendix A of GHRR
Statutory Provision for Retirement – CSRS	For more details, refer to <a href="#">Appendix K – CSRS and FERS Retirement Provisions</a> . 8335(a) = Mandatory Separation, age 56 and 20 yrs ATC Service 8335(b) = Mandatory Separation, age 57 and 20 yrs LEO/FF/NMC/CBPO Service 8335(c) = Mandatory Separation, age 57 and 20 yrs CP/LEO/CBPO Service 8335(d) = Mandatory Separation, age 57 and 20 yrs SCP/LEO/CBPO Service 8336(a) = Immediate Separation, age 55 and 30 yrs Service 8336(b) = Immediate Separation, age 60 and 20 yrs Service 8336(c)(1) = Immediate Retirement, age 50 and 20 yrs LEO/FF/NMC/CBPO Service 8336(d)(1) = Immediate Retirement Involuntary Separation, any age with 25 yrs or age 50 with 20 yrs Service 8336(d)(2) = Immediate Retirement Early Voluntary, any age with 25 yrs or age 50 with 20 yrs Service 8336(e) = Immediate Retirement, any age with 25 yrs or age 50 with 20 yrs ATC Service 8336(f) = Immediate Retirement, age 62 and 5 yrs Service 8336(g) = Immediate Retirement, Congress with MRA and MRS 8336(h)(1) = Immediate Retirement, any age with 25 yrs or age 50 with 20 yrs SES 8336(h)(2) = Immediate Retirement, any age with 25 yrs or age 50 with 20 yrs Defense Intel/Cryptologic SES 8336(h)(3) = Immediate Retirement, any age with 25 yrs or age 50 with 20 yrs FBI Service/DEA SES 8336(j) = Immediate Retirement, any age with 25 yrs or age 50 with 20 yrs Indian/Tribal Service 8336(k) = Immediate Retirement, age 62 and 5 yrs or age 60 and 10 yrs of

Data Element Name	Valid Values
	<p>8336(l) = Bankruptcy/U.S. Magistrate/Court of Federal Claims Judge Service Immediate Retirement, age 62 and 5 yrs or any age upon completion of appointed term for U.S. Court of Appeals for Armed Forces Judge Service</p> <p>8336(m) = Immediate Retirement, age 50 and 20 yrs CP/LEO/CBPO Service</p> <p>8336(n) = Immediate Retirement, age 50 and 20 yrs SCP/LEO/CBPO Service</p> <p>8337(a) = Disability Retirement, any age and 5 yrs Service</p> <p>8337(h) = Disability Retirement, any age and 5 yrs Dual Status Technician Service</p> <p>8338(a) = Deferred Retirement, age 62 and 5 yrs Service</p> <p>8338(b) = Deferred Retirement, age 62 and 5 yrs, age 60 and 10 yrs, or age 50 and 20 yrs Congress Service</p> <p>8338(c) = Deferred Retirement, age 62 and 5 yrs or any age upon completion of appointed term for U.S. Court of Appeals for Armed Forces Judge Service</p> <p>8344 = Supplemental or Redetermined Annuity following separation from reemployed annuitant service</p>
<p>Statutory Provision for Retirement – FERS</p>	<p>For more details, refer to <a href="#">Appendix K – CSRS and FERS Retirement Provisions</a>.</p> <p>8412(a) = Immediate Retirement, MRA and 30 yrs Employee/Congress Service</p> <p>8412(b) = Immediate Retirement, age 60 and 20 yrs Employee/Congress Service</p> <p>8412(c) = Immediate Retirement, age 62 and 5 yrs Employee/Congress Service</p> <p>8412(d) = Immediate Retirement, any age and 25 yrs or age 50 and 20 yrs LEO/FF/NMC/CBPO/CP/SCP Service</p> <p>8412(e) = Immediate Retirement, any age and 25 yrs or age 50 and 20 yrs ATC</p> <p>8412(f) = Immediate Retirement, any age and 25 yrs or age 50 and 20 yrs Congress Service</p> <p>8412(g) = Immediate Retirement, MRA and 10 yrs Employee/Congress Service</p> <p>8413(a) = Deferred Retirement, age 62 and 5 yrs Employee/Congress Service</p> <p>8413(b) = Deferred Retirement, MRA and 10 yrs Employee/Congress Service</p> <p>8414(a)(1) = Early Retirement, any age and 25 yrs or age 50 and 20 yrs SES</p> <p>8414(a)(2) = Early Retirement, any age and 25 yrs or age 50 and 20 yrs Defense Intel SES or Cryptologic SES</p> <p>8414(a)(3) = Early Retirement, any age and 25 yrs or age 50 and 20 yrs FBI Service/DEA SES</p> <p>8414(b)(1)(A) = Early Retirement - Involuntary Separation, any age and 25 yrs or age 50 and 20 yrs Service</p> <p>8414(b)(1)(B) = Early Retirement - VERA, any age and 25 yrs or age 50 and 20 yrs Service</p> <p>8414(c)(1) = Early Retirement, age 50 and 25 yrs Military Reserve Technician</p> <p>8414(c)(2) = Early Retirement, any age and 25 yrs or age 50 and 20 yrs Dual Status Military Reserve Technician Service</p> <p>8425(a) = Mandatory Separation, age 56 yrs and 20 yrs ATC</p> <p>8425(b) = Mandatory Separation, age 57 yrs and 20 yrs LEO/FF/NMC/CBPO/CP/SCP</p> <p>8425(c) = Mandatory Separation, age 57 yrs and 20 yrs CP/LEO/FF/NMC/CBPO/SCP</p> <p>8425(d) = Mandatory Separation, age 57 yrs and 20 yrs SCP/LEO/FF/NMC/CBPO</p>



Data Element Name	Valid Values
	8451(a) = Disability Retirement, any age and 18 months Employee Service 8451(b) = Disability Retirement, any age and 18 months Congress Service 8456 = Disability Retirement, any age and 18 months Dual Status Military Reserve Technician Service 8468 = Supplemental or Redetermined Annuity following separation from reemployed annuitant service
Step or Rate Type Code	STEP OR RATE in GDS
Work Schedule Code	WORK SCHEDULE in GDS  Note that the following two fields are only applicable to USPS employees.  PF = <b>Part-time Flex</b> . A U.S. Postal Service schedule for career hourly rate employees who are available to work flexible hours as assigned by the Postal Service during the course of a service week. PR = <b>Part-time Regular</b> . A U.S. Postal Service schedule for career hourly rate employees who are assigned to work regular schedules of less than 40 hours in a service week (also referred to as Limited Tour).

**Table 11: Retirement Data Valid Values**