



United States Department of Agriculture
Office of the Chief Financial Officer
National Finance Center
Government Employees Services Division

Functional Requirements Document (FRD)

Project#: 41472	Project Title: Paid Parental Leave for Federal Employees	Date Prepared: 1/22/2020
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Scope:	<p>Federal Employee Paid Leave Act which provides up to 12 weeks of paid parental leave (PPL) to certain Federal employees covered by the Family and Medical Leave Act (FMLA). The new act applies to leave taken in connection with a birth or placement occurring on or after October 1, 2020. Paid Parental Leave is leave granted, not earned, and will be subject to FMLA guidelines. See the interim PPL regulations provided in the link below.</p> <p>https://chcoc.gov/content/paid-parental-leave-federal-employees-interim-regulations</p> <p>Since OPM has no provisions to use Nature of Action Codes, the Paid Parental Leave (PPL) Process will be driven by PPL Hours used entered on the T&A by an employee. Once the employee is given permission by the authorized agency representative to use the PPL for the PPL Type Event (Birth, Adoption, or Fostering) the employee will enter the PPL Hours used on the T&A. When the T&A is processed the Entitled PPL Balance, PPL Start Pay Period, and PPL Start Year will be derived and captured on the Payroll/Personnel Database. As the PPL Leave is used, the PPL Balance will be reduced until it is completely used. If the PPL Leave is not completely used by the end of the 12 months entitlement period from the Start Pay Period and Start Year, the remaining PPL Balance will be forfeited and erased by the BEAR System. The TINQ process will be available for those instances where the PPL Balance and Start Pay Period and Start Year may need to be adjusted. TINQ would be necessary if there are overlapping PPL Type Events of the same type such as two births or two adoptions.</p> <p>WEBTA, Paycheck8, and Agency Specific T&A Systems will be expected to make modifications to allow the use of new Prefix Codes (70-Birth, 71-Adoption, and 72-Fostering) for PPL T&A processing.</p> <p>This change affects all Title 5 NFC serviced agencies [although this is a Title 5 entitlement, no agency has been excluded] - Community-Wide.</p>
Assumptions:	<ul style="list-style-type: none">• NFC will make modification to its NFC Hosted T&A systems.• Agencies with their own T&A front-end systems will need to coordinate with their vendor if they need to utilize the three new Transaction/Prefix combinations for PPL.• Agencies will determine the entitlement of up to 12 weeks of PPL in connection with a birth or placement (for adoption or foster care).• Any use of PPL used during an overlap period will count against the 12-week limit on use of PPL for each affected birth/placement.

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	<ul style="list-style-type: none">• The birth or placement of multiple children on the same day is treated as a single birth/placement event for purposes of PPL.• For work schedule changes (tour-of-duty, authorized agency representatives will use the Time Inquiry Leave Update System (TINQ) to readjust unused PPL hours if work schedules changes.• Agencies will monitor the FLMA and PPL balances to ensure balances are in sync using the TINQ process.• For overlapping child events, authorized agency representative will use TINQ to adjust the PPL Balance and PPL Start Pay Period and Start Year.• PPL will be treated the same as annual leave in terms of the payment amount and the effect on night pay during paid leave for PPL.• Failure to complete the 12-week work obligation, authorized agency representatives will need to determine if a bill is necessary and submit requests through Special Payroll Processing System (SPPS).• PPL balance, starting pay period and year will be displayed on IRIS138 - OTHER LEAVE.• PPL hours used will be captured by the three new transaction/prefix combinations and reported on the Statement of Earnings and Leave (SEL).• Agency or OPM authorized documentation includes PPL Pay Period/Year Start Date will be administratively controlled by the agency.• NFC will not report to EHRI until new ICD is received from OPM.• PESB will notify HRAB of the new PPL data fields in the T102 file.• For EPP and Reporting Center, the PPL will be visible in the Remarks section on the Statement of Earnings & Leave.• PPL Balance will be calculated using 12 weeks * tour of duty hours / 2 = number of hours for 1 year (ex: (12 * 80/2) = 480 hours for 1 year)• Paid Parental Leave data stored on the PPS database, must be retained by PINE/PEPL processes for personnel actions and rollbacks.• SF-1150 changes will be deferred until phase 2 which will be scheduled once we receive requirements from OPM.• New PPL data elements will be made available on the BEAR18, FESI 102, and T102 downloads. See Attachments 3 & 4.
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Functional Requirements

Payroll Applications Systems Branch (PASB) Requirements

Prefixes are also applicable to wage grades.

REPORTING AND RECORDING OF PARENTAL LEAVE BALANCES AND USAGE VIA T&A

Allow Prefix Codes 70, 71, and 72 and TC code 62 to be used on the T&A for Parental Leave usage.

Edit to make sure PPL Hours Used do not exceed available balance. Valid prefixes are used. Prefix usage is not allowed prior to PP20 processing.

Add the following TIME error codes to prefix 70, 71, and 72, and TC code 62

TIME ERROR 501: Not enough Parental Leave Birth Balance

TIME ERROR 502: Not enough Parental Leave Adopt Balance

TIME ERROR 503: Not enough Parental Leave Foster Balance

TIME ERROR 500 New TC/PREFIX 6270 6271 6272 Eff Start PP20 (10/01/20).

Errors will feed to CULP 053 Report.

COMPUTATION OF PPL ENTITLEMENT HOURS AND INITIATIZE PREFIX, PPL BALANCE, START PP AND START YR ON DATABASE

TIME will compute the PPL entitlement Hours using the formula $12 \text{ weeks} \times (\text{Tour of Duty}/2) = \text{Total PPL Hours}$. Based on the Prefix used with TC 62, TIME could possibly compute up to three PPL Totals Hours (one for each Type of PPL allowed: 70-Birth, 71-Adoption, and/or 72-Fostering) For firefighters, the Tour of Duty would include the AUO/AP STANDBY HOURS WK(1) and AUO/AP STANDBY HOURS WK(2).

TIME will interrogate the PPL Balance in IRIS 138:

a. If Prefix 70-72 with TC 62 comes in on the T&A and the PPL Balance field is blank, TIME will compute the Total PPL Hours and update the Prefix, PPL Balance, and Start PP and Start Year.

b, If Prefix 70-72 with TC 62 comes in on the T&A and the PPL Balance field contains hours or is zeroes TIME will not compute the Total PPL Hours and will not update the Prefix, PPL Balance, and Start PP and Start Year. PAYE will reduce the PPL Balance each pay period by the PPL Hours are used.

PAYROLL PROCESSING OF PARENTAL LEAVE

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When prefix 70 through 72 with TC Code 62 are received, deduct hours used from the appropriate PPL Balances and also reduce the FMLA Balance.

For Wage Grade employees, when Prefix the 70 through 72 is combined with TC code 62 do not treat Prefix 70-72 as Environmental Differential.

For employees with Prefixes other than 70-72 used with TC 62 such as Wage Grade Employees with Prefix 15 percent and Suffixes 1, 2, or 3, test to make sure these employees are being paid the same as prior to PPL.

EARNING STATEMENT REPORTING

Allow prefix 70 through 72 and TC code 62 to be used for Parental Leave. The Prefix Code and Parental Leave Balance for the three different types of Parental Leave will be shown on the Earnings and Leave Statement in the remarks field. Include Prefix Code and Parental Leave Balance in the file that is sent to EPP and Reporting Center for the online version of the Earnings and Leave.

OPM REPORTING

We expect to add three sets of new data elements for Parental Leave Type and Paid Parental Leave -Hours Used once we receive the new EHRI Reporting Requirements from OPM which should be published prior to implementation.

TMGT TABLE

Will update TMGT Table 32 Transaction Codes with the new prefix code and TC combination. (Prefix 70, 71, and 72 with TC 62)

TINQ ADJUSTMENTS TO PPL BALANCES AND START PP AND START YR.

Three new fields and three occurrences will be created on the TI001 screen to allow updates to Parental Leave for the Balance and the Start PP and Start YR of the Parental Leave. Fields should be called PPL- BIRTH-BAL, PPL-ADOPT-BAL, PPL-FOST-BAL, PPL-BIRTH-PP, PPL-ADOPT-PP, PPL-FOST-PP, and PPL-BIRTH-YR, PPL-ADOPT-YR, and PPL-FOST-YR.

The earliest start date to be applied will be 201001 (October 1, 2020). TINQ should not allow any date earlier than supplied above.

Allow agencies to adjust a PPL Balance and corresponding Start PP and Start YR if the date is equal to or after 10/01/20. A Start PP and Start YR date is required if hours are entered.

TINQ should allow future dates to the end of the current pay period.

For employees who have an uncommon tour of duty in Occupational Series such as 0081 TINQ will allow these employees to exceed the employee's tour of Duty for Parental Leave or 480 total hours to accommodate multiple occurrences of the same PPL Type of Event (e.g. Two Births or Two Adoptions).

Update LAHS by adding the new PPL fields • PPL- BIRTH-BAL, PPL-ADOPT-BAL, PPL-FOST-BAL, PPL-BIRTH-PP, PPL-ADOPT-PP, PPL-FOST-PP, and PPL-BIRTH-YR, PPL-ADOPT-YR, and PPL-FOST-YR for the Audit Trail Program.

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Personnel Applications Systems Branch (PESB) Requirements

EXPIRATION OF PARENTAL LEAVE ENTITLEMENT

If at the end of the anniversary year there is any balance other than spaces remaining in any of the three PPL Balance fields of the three Parental Leave Types (including zeros), BEAR will space out the Prefix Code, PPL Balance, Start PP, and Start YR.

BIDIRECTIONAL FEED

BEAR will update Bi-weekly Bi-directional file for WebTA with up to the three PPL Balances.

BEAR will update the Daily and Bi-weekly Bi-directional file for Paycheck8 with up to the three PPL Balances.

DOWNLOAD FILES

BEAR will include the three different PPL Balances as new fields in BEAR 18 and T102 download layout

IRIS AND PINQ SCREENS

IRIS 138 screen will show the PPL Balance, Start PP, and Start Year. PINQ 022 will show the PPL Balances.

Administrative Applications Systems Branch (AASB) Requirements

"Not Applicable"

Payroll Web Systems Branch (PWSB) Requirements

webTA

- PWSB will run the scripts or install releases provided by the vendor Kronos for the webTA 3.8, 4.2 and 5.0 environments.

Insight

- Modify Insight tables to accept data, from the Payroll Area into Work Force Profile, for the following data base fields used for the Paid Parental Leave data:

ASD-SAL-USE-2 (of Salary) fields layout
The ASD-SAL-USE-2 field is 75 positions.
Prefix 70 will begin in position 9.

Prefix 70 - Biological Birth:

Position	9-10	Pic	x(02)	value	'70'
Position	11-16	Pic	s9(04)v99	prefix	70 Balance
Position	17-18	Pic	9(02)	prefix	70 Start PP
Position	19-20	Pic	9(02)	prefix	70 Start Year

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Prefix 71 - Placement for Adoption:

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Position 21-22 Pic x(02) value '71'
Position 23-28 Pic s9(04)v99 prefix 71 Balance
Position 29-30 Pic 9(02) prefix 71 Start PP
Position 31-32 Pic 9(02) prefix 71 Start Year
    
```

Prefix 72 - Placement for Foster Care:

```

Position 33-34 Pic x(02) value '72'
Position 35-40 Pic s9(04)v99 prefix 72 Balance
Position 41-42 Pic 9(02) prefix 72 Start PP
Position 43-44 Pic 9(02) prefix 72 Start Year
    
```

STAR Web

The system will be modified to

- Add three new Parental Leave Prefix Codes to Transaction Code 62 with the following descriptions:

<u>TC</u>	<u>Prefix</u>	<u>Suffix</u>	<u>Description</u>
62	70		Biological Birth
62	71		Placement for Adoption
62	72		Placement for Foster Care
62	70	1	WG-Shift-1 Biological Birth
62	71	1	WG-Shift-1 Placement for Adoption
62	72	1	WG-Shift-1 Placement for Foster Care
62	70	2	WG-Shift-2 Biological Birth
62	71	2	WG-Shift-2 Placement for Adoption
62	72	2	WG-Shift-2 Placement for Foster Care
62	70	3	WG-Shift-3 Biological Birth
62	71	3	WG-Shift-3 Placement for Adoption
62	72	3	WG-Shift-3 Placement for Foster Fare
62	70	4	WG-Shift-4 Biological Birth
62	71	4	WG-Shift-4 Placement for Adoption
62	72	4	WG-Shift-4 Placement for Foster Care

- The Leave Account Worksheet, when appropriate, will include all three PPL.
- The all three PPL hours used, when appropriate, will be visible on the Print T&A window.

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- All three PPL Prefix & Transaction Code, when appropriate, will be visible on the Time & Attendance Worksheet.
- Add leave type "PPL" with description "Paid Parental Leave" to the Leave Type Maintenance table.

Administrative Web Systems Branch (AWSB) Requirements

"Not Applicable"

Human Resources Applications Branch (HRAB) Requirements

"Not Applicable"

External Vendor Requirements

webTA:

Modify all webTA 3.8, 4.2, and 5.0 versions (NON-USDA, DOJ, DHS, USDA, SBA) currently hosted by NFC to the following requirements below:

1. In the Leave Request Form screen add a new Leave Type group entitled "FMLA PAID TIP" and add the below new PPL Prefixes for TC 62 under the new leave type dropdown:

<u>TC</u>	<u>Prefix</u>	<u>Suffix</u>	<u>Description</u>
62	70		Biological Birth
62	71		Placement for Adoption
62	72		Placement for Foster Care
62	70	1	WG-Shift-1 Biological Birth
62	71	1	WG-Shift-1 Placement for Adoption
62	72	1	WG-Shift-1 Placement for Foster Care
62	70	2	WG-Shift-2 Biological Birth
62	71	2	WG-Shift-2 Placement for Adoption
62	72	2	WG-Shift-2 Placement for Foster Care
62	70	3	WG-Shift-3 Biological Birth
62	71	3	WG-Shift-3 Placement for Adoption
62	72	3	WG-Shift-3 Placement for Foster Fare
62	70	4	WG-Shift-4 Biological Birth
62	71	4	WG-Shift-4 Placement for Adoption
62	72	4	WG-Shift-4 Placement for Foster Care

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2. The new PPL TC/Prefix should be available for all Agencies and all Pay Plans **on or after October 1, 2020 (PP20, 2020)**.
3. PPL is only available for Full-time, Part-time employees, and Phased Retirement. It is not valid for Intermittent and temporary employees.
4. PPL should not count against Sick Leave.
5. FMLA should be invoked before PPL can be used.
6. Include the new TC/Prefix(es) in the T&A FESI file.
7. The appropriate PPL TC/Prefix and hours requested should populate on the employee's timesheet under Leave Time section.

Paycheck8:

Modify Paycheck8 based on the following requirements below:

1. In the Request Leave screen add the following three new PPL Prefixes and Descriptions for TC 62 under the "Enter Leave Request" Prefix & Desc dropdowns:

<u>TC</u>	<u>Prefix</u>	<u>Suffix</u>	<u>Description</u>
62	70		Biological Birth
62	71		Placement for Adoption
62	72		Placement for Foster Care
62	70	1	WG-Shift-1 Biological Birth
62	71	1	WG-Shift-1 Placement for Adoption
62	72	1	WG-Shift-1 Placement for Foster Care
62	70	2	WG-Shift-2 Biological Birth
62	71	2	WG-Shift-2 Placement for Adoption
62	72	2	WG-Shift-2 Placement for Foster Care
62	70	3	WG-Shift-3 Biological Birth
62	71	3	WG-Shift-3 Placement for Adoption
62	72	3	WG-Shift-3 Placement for Foster Fare
62	70	4	WG-Shift-4 Biological Birth
62	71	4	WG-Shift-4 Placement for Adoption
62	72	4	WG-Shift-4 Placement for Foster Care

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2. The new PPL TC/Prefix should be available for all Agencies and all Pay Plans on or after October 1, 2020 (PP20, 2020).
3. PPL is only available for Full-time, Part-time employees, and Phased Retirement. It is not valid for Intermittent and temporary employees.
4. PPL should not count against Sick Leave.
5. FMLA should be invoked before PPL can be used.
6. Include the new TC/Prefix(es) in the T&A FESI (sweep) file.
7. The appropriate PPL TC/Prefix and hours requested should populate on the employee's timesheet under the Leave section.

Signature of Systems Requirements Branch Chief: /s/ Josie Stovall	Date: 08/27/2020
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Signature of Web Requirements Branch Chief: /s/ Amanda Nguyen	Date: 08/27/2020
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Record Layout Attachment 1

TABLE 102 DOWNLOAD

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01  WS-OUTPUT-REC-V2.
    05  V2-ANNUAL-LEAVE-CATEGORY          PIC 9(01) .
    05  V2-BARGAINING-UNIT-STATUS        PIC 9(04) .
    05  V2-BASE-CONTRACT-SALARY          PIC 9(06)V9(02) .
    05  V2-CITIZENSHIP-CODE              PIC 9(01) .
    05  V2-CLASSIFICATION-STANDARD-CD    PIC X(01) .
    05  V2-CSC-AUTH-CODE-1ST-NOA         PIC X(03) .
    05  V2-CSC-AUTH-2ND-1ST-NOA         PIC X(03) .
    05  V2-CSC-AUTH-CODE-2ND-NOA        PIC X(03) .
    05  V2-CSC-AUTH-2ND-2ND-NOA         PIC X(03) .
    05  V2-DATE-DEGREE-CERT-RCVD-CN      PIC 9(02) .
    05  V2-DATE-DEGREE-CERT-RCVD-YR     PIC 9(02) .
    05  V2-DATE-EMP-ASSIGNED-MO          PIC 9(02) .
    05  V2-DATE-EMP-ASSIGNED-DA         PIC 9(02) .
    05  V2-DATE-EMP-ASSIGNED-CN         PIC 9(02) .
    05  V2-DATE-EMP-ASSIGNED-YR         PIC 9(02) .
    05  V2-DATE-ENTERED-PRES-GRADE-MO    PIC 9(02) .
    05  V2-DATE-ENTERED-PRES-GRADE-DA   PIC 9(02) .
    05  V2-DATE-ENTERED-PRES-GRADE-CN   PIC 9(02) .
    05  V2-DATE-ENTERED-PRES-GRADE-YR   PIC 9(02) .
    05  V2-DATE-OF-BIRTH-MO             PIC 9(02) .
    05  V2-DATE-OF-BIRTH-DA             PIC 9(02) .
    05  V2-DATE-OF-BIRTH-CN             PIC 9(02) .
    05  V2-DATE-OF-BIRTH-YR            PIC 9(02) .
    05  V2-DATE-PER-EVAL-ANNIV-MO        PIC 9(02) .
    05  V2-DATE-PER-EVAL-ANNIV-DA       PIC 9(02) .
    05  V2-DATE-PER-EVAL-ANNIV-CN       PIC 9(02) .
    05  V2-DATE-PER-EVAL-ANNIV-YR       PIC 9(02) .
    05  V2-DATE-SCD-CSR-MO              PIC 9(02) .
    05  V2-DATE-SCD-CSR-DA              PIC 9(02) .
    05  V2-DATE-SCD-CSR-CN              PIC 9(02) .
    05  V2-DATE-SCD-CSR-YR              PIC 9(02) .
    05  V2-DATE-SCD-LEAVE-MO            PIC 9(02) .
    05  V2-DATE-SCD-LEAVE-DA            PIC 9(02) .
    05  V2-DATE-SCD-LEAVE-CN            PIC 9(02) .
    05  V2-DATE-SCD-LEAVE-YR            PIC 9(02) .
    05  V2-DATE-SCD-RIF-MO              PIC 9(02) .
    05  V2-DATE-SCD-RIF-DA              PIC 9(02) .
    05  V2-DATE-SCD-RIF-CN              PIC 9(02) .
    05  V2-DATE-SCD-RIF-YR              PIC 9(02) .
    05  V2-DATE-SCD-WGI-MO              PIC 9(02) .
    05  V2-DATE-SCD-WGI-DA              PIC 9(02) .
    05  V2-DATE-SCD-WGI-CN              PIC 9(02) .
    05  V2-DATE-SCD-WGI-YR              PIC 9(02) .
    05  V2-DUTY-STATION-CITY-CODE        PIC 9(04) .
    05  V2-DUTY-STATION-CNTY-CODE        PIC 9(03) .
    05  V2-DUTY-STATION-STATE-CODE      PIC X(02) .
    05  V2-EDUCATION-LEVEL              PIC 9(02) .
    05  V2-FAIR-LABOR-STANDARDS-CODE     PIC X(01) .

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05 V2-FEGLI-IND-1 PIC X(01).
05 V2-FEHB-COVERAGE-CODE PIC 9(01).
05 V2-FIN-DIS-REQ PIC 9(01).
05 V2-GRADE PIC 9(02).
05 V2-HB-PLAN-CODE PIC X(02).
05 V2-INSTRUCTIONAL-PROGRAM PIC 9(06).
05 V2-MASTER-RECORD-NUMBER PIC X(06).
05 V2-NAME-EMPLOYEE-FIRST PIC X(12).
05 V2-NAME-EMPLOYEE-LAST PIC X(17).
05 V2-NAME-EMPLOYEE-MIDDLE PIC X(12).
05 V2-NAT-ACT-1ST-3-POS PIC 9(03).
05 V2-NAT-ACT-2ND-3-POS PIC 9(03).
05 V2-OCCUPATIONAL-SERIES-CODE PIC 9(04).
05 V2-OFFICIAL-TITLE-CODE PIC X(04).
05 V2-ORG-STRUCTURE-CODE-2ND-LEV PIC 9(02).
05 V2-ORG-STRUCTURE-CODE-3RD-LEV PIC 9(02).
05 V2-ORG-STRUCTURE-CODE-4TH-LEV PIC 9(04).
05 V2-ORG-STRUCTURE-CODE-5TH-LEV PIC 9(02).
05 V2-ORG-STRUCTURE-CODE-6TH-LEV PIC 9(02).
05 V2-ORG-STRUCTURE-CODE-7TH-LEV PIC 9(02).
05 V2-ORG-STRUCTURE-CODE-8TH-LEV PIC 9(02).
05 V2-ORG-STRUCTURE-CODE-AGCY PIC X(02).
05 V2-PAY-PLAN PIC X(02).
05 V2-PERF-EVAL-RATING PIC X(02).
05 V2-PHYSICAL-HANDICAP-CODE PIC 9(02).
05 V2-POSITION-NUMBER PIC X(08).
05 V2-POSITION-OFFICIAL-TITLE PIC X(38).
05 V2-POSITION-SENSITIVITY-CODE PIC X(02).
05 V2-POSITION-SUPERVISORY-CODE PIC X(01).
05 V2-RETIREMENT-COVERAGE-CODE PIC X(01).
05 V2-RNO-CODE PIC X(01).
05 V2-SALARY-RATE-CODE PIC X(02).
05 V2-SEX-CODE PIC X(01).
05 V2-SPEC-EMPLOYMENT-PGMS-CODE PIC X(02).
05 V2-SPECIAL-EMPLOYEE-CODE PIC X(02).
05 V2-SSNO PIC 9(09).
05 V2-STEP PIC 9(02).
05 V2-TENURE-GROUP PIC 9(01).
05 V2-TYPE-APPOINTMENT-CODE PIC 9(02).
05 V2-VETERAN-PREF-CODE PIC 9(01).
05 V2-VETERANS-STATUS PIC X(01).
05 V2-WORK-SCHEDULE PIC X(01).
05 V2-WORKING-TITLE-CODE PIC 9(04).
05 V2-ACCESSION-1ST-AUTH-CODE PIC X(03).
05 V2-ACCESSION-2ND-AUTH-CODE PIC X(03).
05 V2-ACCESSION-NAT-OF-ACTN-CODE PIC 9(03).
05 V2-ACCOUNTING-STATION-CODE PIC 9(04).
05 V2-ACCTG-DIST-SUB-LEVEL-CODES PIC X(24).
05 V2-AGENCY-USE-PMSO PIC X(12).
05 V2-AGENCY-USE-PAYPERS PIC X(12).

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05 V2-AGCY-USE-1 PIC X(01).

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05 V2-AGCY-USE-2 PIC X(02).
 05 V2-AGCY-USE-3 PIC X(04).
 05 V2-AGCY-USE-4 PIC 9(05).
 05 V2-AGCY-USE-5 PIC 9(06).
 05 V2-ANNUITANT-INDICATOR PIC X(01).
 05 V2-APPNT-1ST-AUTH-CODE PIC X(03).
 05 V2-APPNT-2ND-AUTH-CODE PIC X(03).
 05 V2-BASE-PAY-YTD PIC S9(06)V9(02).
 05 V2-CIVIL-SER-ANNUITANT-SHARE PIC 9(06)V9(02).
 05 V2-COMPETITIVE-LV-CD PIC X(04).
 05 V2-CREDITABLE-MLTRY-SRVC PIC 9(04).
 05 V2-CSC-OTHER-LEGAL-AUTH
 OCCURS 5 TIMES PIC X(20).
 05 V2-CSRS-COVERAGE-AT-APPNT PIC X(01).
 05 V2-CURRENT-EMPLOYMENT-STATUS PIC 9(02).
 05 V2-DATE-AGENCY-EOD-MO PIC 9(02).
 05 V2-DATE-AGENCY-EOD-DA PIC 9(02).
 05 V2-DATE-AGENCY-EOD-CN PIC 9(02).
 05 V2-DATE-AGENCY-EOD-YR PIC 9(02).
 05 V2-DATE-APPOINTMENT-NTE-MO PIC 9(02).
 05 V2-DATE-APPOINTMENT-NTE-DA PIC 9(02).
 05 V2-DATE-APPOINTMENT-NTE-CN PIC 9(02).
 05 V2-DATE-APPOINTMENT-NTE-YR PIC 9(02).
 05 V2-DATE-CAR-PERM-TEN-START-MO PIC 9(02).
 05 V2-DATE-CAR-PERM-TEN-START-DA PIC 9(02).
 05 V2-DATE-CAR-PERM-TEN-START-CN PIC 9(02).
 05 V2-DATE-CAR-PERM-TEN-START-YR PIC 9(02).
 05 V2-DATE-CONV-CAREER-TENURE-MO PIC 9(02).
 05 V2-DATE-CONV-CAREER-TENURE-DA PIC 9(02).
 05 V2-DATE-CONV-CAREER-TENURE-CN PIC 9(02).
 05 V2-DATE-CONV-CAREER-TENURE-YR PIC 9(02).
 05 V2-DATE-DEGREE-RCVD OCCURS 3 TIMES.
 07 V2-DATE-DEGREE-RCVD-CN PIC 9(02).
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 05 V2-DATE-DETL-EXPIR-MO PIC 9(02).
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 05 V2-DATE-DETL-EXPIR-YR PIC 9(02).
 05 V2-DATE-ENTERED-POI-MO PIC 9(02).
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 05 V2-DATE-ENTERED-POI-CN PIC 9(02).
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 05 V2-DATE-NON-PAY-NTE-MO PIC 9(02).
 05 V2-DATE-NON-PAY-NTE-DA PIC 9(02).
 05 V2-DATE-NON-PAY-NTE-CN PIC 9(02).
 05 V2-DATE-NON-PAY-NTE-YR PIC 9(02).
 05 V2-DATE-PERS-ACTN-EFF-SAL-MO PIC 9(02).
 05 V2-DATE-PERS-ACTN-EFF-SAL-DA PIC 9(02).
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 05 V2-DATE-POS-LAST-AUD-REV-MO PIC 9(02).
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 05 V2-DATE-POS-LAST-AUD-REV-YR PIC 9(02).
 05 V2-DATE-POSITION-CLASSIF-MO PIC 9(02).
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 05 V2-DATE-POSITION-NTE-MO PIC 9(02).
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 05 V2-DATE-PROB-PERIOD-START-MO PIC 9(02).
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 05 V2-DATE-PROMOTION-NTE-CN PIC 9(02).
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 05 V2-DATE-RETAIN-RATE-EXPIR-MO PIC 9(02).
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 05 V2-DATE-RETEN-RIGHTS-END-MO PIC 9(02).
 05 V2-DATE-RETEN-RIGHTS-END-DA PIC 9(02).
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 05 V2-DATE-RETIRED-MILITARY-MO PIC 9(02).
 05 V2-DATE-RETIRED-MILITARY-DA PIC 9(02).
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 05 V2-DATE-SCD-TSP-CN PIC 9(02).
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 05 V2-DETL-AGCY PIC X(02).
 05 V2-DETL-DEPT-CODE PIC X(02).
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 05 V2-DETL-MASTER-RECORD-NUMBER PIC X(06).
 05 V2-DETL-POSITION-NUMBER PIC X(08).
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 05 V2-EARLY-RETIREMENT-INDICATOR PIC 9(01).
 05 V2-FERS-COVERAGE-CODE PIC X(01).
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 05 V2-GRADE-BASIS-INDICATOR PIC X(01).
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 05 V2-PAY-TABLE-CODE PIC X(06).
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 05 V2-RESIDENCE-ADR-1ST-LINE-ST PIC X(25).
 05 V2-RESIDENCE-ADR-CITY-NAME PIC X(20).
 05 V2-RESIDENCE-ADR-ST-CTRY-CODE PIC X(02).
 05 V2-RESIDENCE-ADR-ZIP-5 PIC X(05).
 05 V2-RETENTION-ALLOWANCE PIC 9(06)V9(02).
 05 V2-SEPARATION-ACCESSION-TYPE PIC 9(01).
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 05 V2-AGENCY-INFO-1 PIC X(20).
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 05 V2-AGENCY-INFO-5 PIC X(20).
 05 V2-ALTERNATE-WORK-SCHEDULE PIC 9(01).
 05 V2-ANNUAL-LEAVE-45-DAY-CODE PIC X(01).
 05 V2-APPNT-LIMIT-DAYS-BALANCE PIC S9(03).
 05 V2-APPNT-LIMIT-DAYS-TOTAL PIC 9(03).
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 05 V2-APPNT-LIMIT-HOURS-BALANCE PIC S9(04)V9(02).
 05 V2-APPNT-LIMIT-HOURS-TOTAL PIC S9(04)V9(02).
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 05 V2-DATE-CHG-TENURE-MO PIC 9(02).
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 05 V2-DATE-CHG-TENURE-CN PIC 9(02).
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 05 V2-DATE-LAST-PAID-BEGINS-MO PIC 9(02).
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 05 V2-DATE-LAST-PAY-STAT-RET-MO PIC 9(02).
 05 V2-DATE-LAST-PAY-STAT-RET-DA PIC 9(02).
 05 V2-DATE-LAST-PAY-STAT-RET-CN PIC 9(02).
 05 V2-DATE-LAST-PAY-STAT-RET-YR PIC 9(02).
 05 V2-DATE-PERS-ACTN-VALID-MO PIC 9(02).
 05 V2-DATE-PERS-ACTN-VALID-DA PIC 9(02).
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 05 V2-DATE-PROJ-SICK-MO PIC 9(02).
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 05 V2-DATE-PROJ-SICK-CN PIC 9(02).
 05 V2-DATE-PROJ-SICK-YR PIC 9(02).
 05 V2-DATE-SERVICE-YEAR-START-MO PIC 9(02).
 05 V2-DATE-SERVICE-YEAR-START-DA PIC 9(02).
 05 V2-DATE-SERVICE-YEAR-START-CN PIC 9(02).
 05 V2-DATE-SERVICE-YEAR-START-YR PIC 9(02).
 05 V2-DUTY-STATION-CITY-NAME PIC X(20).

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05 V2-FED-TAX-NO-EXEMPTIONS           PIC X(03) .
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05 V2-HB-COVERAGE-CODE                 PIC X(01) .
05 V2-INTER-OCC-SERIES-CD              PIC 9(04) .
05 V2-INTERDISC-SERIES-CODE            PIC 9(04) .
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05 V2-INTERDISC-TITLE OCCURS 10 TIMES .
    07 V2-INTERDISC-TITLE-PREFIX        PIC X(01) .
    07 V2-INTERDISC-TITLE-CODE         PIC X(04) .
    07 V2-INTERDISC-TITLE-SUFFIX       PIC X(01) .
05 V2-INTERDISCIPLINARY-CODE           PIC X(01) .
05 V2-LEAVE-EARNING-STATUS-PP          PIC X(01) .
05 V2-LI-COVERAGE-CODE-SALARY          PIC X(02) .
05 V2-LI-COVERAGE-AMOUNT-SALARY        PIC 9(04) .
05 V2-LI-PLAN-CODE-SALARY              PIC X(02) .
05 V2-PAID-STATUS-CODE                 PIC 9(01) .
05 V2-LT-063-PP                        PIC 9(02) .
05 V2-LT-063-CN                        PIC 9(02) .
05 V2-LT-063-YR                        PIC 9(02) .
05 V2-PERF-EVAL-CN                     PIC 9(02) .
05 V2-PERF-EVAL-YEAR                   PIC 9(02) .
05 V2-QUARTERS-DEDUCTION-CODE          PIC 9(01) .
05 V2-QUARTERS-DEDUCTION-RATE          PIC 9(03)V9(02) .
05 V2-RECRUITMENT-BONUS                 PIC 9(06)V9(02) .
05 V2-RELOCATION-BONUS                   PIC 9(06)V9(02) .
05 V2-RESIDENCE-ADDITIONAL-ADR-1        PIC X(25) .
05 V2-RESIDENCE-ADDITIONAL-ADR-2        PIC X(25) .
05 V2-RESIDENCE-ADR-CITY-CODE           PIC 9(04) .
05 V2-RESIDENCE-ADR-CNTY-CODE          PIC 9(03) .
05 V2-RESIDENCE-ADR-ST-CTRY-NAME       PIC X(02) .
05 V2-RESIDENCE-ADR-ZIP-4              PIC X(04) .
05 V2-SICK-LEAVE-CURRENT-BAL            PIC S9(04)V9(02) .
05 V2-COOP-ANNUIT-SHARE-CODE           PIC 9(01) .
05 V2-SCHEDULED-SALARY                  PIC 9(06)V9(02) .
05 V2-SCHOOL-CODE                       PIC X(05) .
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05 V2-SCHOOL-STATE                      PIC X(02) .
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05 V2-SEPARATION-RCD-STATUS-CODE        PIC 9(01) .
05 V2-DATE-PERS-ACTN-EFF-SEP-MO         PIC 9(02) .
05 V2-DATE-PERS-ACTN-EFF-SEP-DA        PIC 9(02) .
05 V2-DATE-PERS-ACTN-EFF-SEP-CN        PIC 9(02) .
05 V2-DATE-PERS-ACTN-EFF-SEP-YR        PIC 9(02) .
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05 V2-TS-DATE-EFF-MO PIC 9(02).
05 V2-TS-DATE-EFF-DA PIC 9(02).
05 V2-TS-DATE-EFF-CN PIC 9(02).
05 V2-TS-DATE-EFF-YR PIC 9(02).
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05 V2-TSP-STATUS-DATE-MO PIC 9(02).
05 V2-TSP-STATUS-DATE-DA PIC 9(02).
05 V2-TSP-STATUS-DATE-CN PIC 9(02).
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10 V2-UNION-CODE-1 PIC 9(02).
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05 V2-APPNT-AUTHORITY PIC X(20).
05 V2-COMP-LV-EARNED-PP PIC 9(02).
05 V2-COMP-LV-EARNED-YTD PIC S9(04)V9(02).
05 V2-COMP-LV-PRIOR-YR-BAL PIC S9(04)V9(02).
05 V2-COMP-LV-TOTAL-CURRENT-BAL PIC S9(04)V9(02).
05 V2-COMP-LV-USED-YTD PIC S9(04)V9(02).
05 V2-CASH-AWARD-IND PIC X(01).
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05 V2-CUM-RETIREMENT-DEDUCTIONS PIC S9(05)V9(02).
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05 V2-DATE-6C-RET-CN PIC 9(02).
05 V2-DATE-6C-RET-YR PIC 9(02).
05 V2-DATE-APPNT-EFF-MO PIC 9(02).
05 V2-DATE-APPNT-EFF-DA PIC 9(02).
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05 V2-DATE-CORR-NATURE-ACTN-MO PIC 9(02).
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 05 V2-DATE-LAST-ADJ-SCD-RET-DA PIC 9(02).
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 05 V2-EXP-APPNT-LMT-PAY-PERIOD PIC 9(02).
 05 V2-EXP-APPNT-LMT-REPORT-CODE PIC X(01).
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 05 V2-FICA-DEDUCTIONS-YTD PIC S9(04)V9(02).
 05 V2-FICA-WAGES-YTD PIC S9(06)V9(02).
 05 V2-FOREIGN-LANG-ALLOWANCE PIC 9(06)V9(02).
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 05 V2-HB-DEDUCTS-YTD-DEF PIC S9(05)V9(02).
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 05 V2-HOME-LV-CURRENT-BAL PIC S9(04)V9(02).
 05 V2-HOSP-INS-TAX-DEDUCT-YTD PIC S9(04)V9(02).
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05 V2-SICK-LEAVE-USED-YTD PIC S9(04)V9(02) .
05 V2-SUP-MGR-PROB-PER-REQ PIC 9(01) .
05 V2-SUPV-MGR-PROB-PD-EXP-NOTIF PIC X(01) .
05 V2-TA-CONTACT-PT-CITY-CODE PIC 9(04) .
05 V2-TA-CONTACT-PT-STATE-CODE PIC 9(02) .
05 V2-TA-CONTACT-PT-UNIT-CODE PIC 9(02) .
05 V2-TS-DATE-DEDUCTS-BEGAN-MO PIC 9(02) .
05 V2-TS-DATE-DEDUCTS-BEGAN-DA PIC 9(02) .
05 V2-TS-DATE-DEDUCTS-BEGAN-CN PIC 9(02) .
05 V2-TS-DATE-DEDUCTS-BEGAN-YR PIC 9(02) .
05 V2-TSP-EMP-DEDUCTION-RATE PIC 9(03) .
05 V2-COMP-LV-TRAVEL-BAL PIC S9(04)V9(02) .
05 V2-RT-PLAN-CODE PIC X(2) .
05 V2-OLD-DIST-RATE-FIELDS PIC X(22) .
05 V2-WGI-DUE-CODED-PP PIC 9(02) .
05 V2-WGI-DUE-CODED-CN PIC 9(02) .
05 V2-WGI-DUE-CODED-YR PIC 9(02) .
05 V2-WGI-NOTIFICATION-GIVEN-CD PIC 9(01) .
05 V2-WGI-PP-NOTIFICATION-GIVEN PIC 9(02) .
05 V2-WGI-WITHHELD-NOT-RETURNED PIC 9(01) .
05 V2-STATE-TAX-WH-STATE-CODE PIC X(02) .
05 V2-WORK-PHONE-AREA-CODE PIC X(03) .
05 V2-WORK-PHONE-EXCH PIC 9(03) .
05 V2-WORK-PHONE-NUMBER PIC 9(04) .
05 V2-FEGLI-COVERAGE-CODE PIC X(02) .
05 V2-FE-LIFE-INS-GROUP-OF-LI-ADD OCCURS 3 TIMES .
07 V2-LI-COVERAGE-CODE-ADDED PIC X(02) .

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07 V2-LI-COVERAGE-AMOUNT-ADDED PIC 9(04).
07 V2-LI-PLAN-CODE-ADDED PIC X(02).
05 V2-LAST-ACTION PIC X(12).
05 V2-DOC-JULIAN-YR PIC X(2).
05 V2-DOC-JULIAN-DAY PIC X(3).
05 V2-HISPANIC PIC 9(1).
05 V2-NATIVE-AMER PIC 9(1).
05 V2-ASIAN PIC 9(1).
05 V2-AFRICAN-AMER PIC 9(1).

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05 V2-HAWAIIAN-PAC-ISLAND PIC 9(1).
05 V2-WHITE PIC 9(1).
05 V2-DISABLED-VETS-LV-START-MO PIC 9(2).
05 V2-DISABLED-VETS-LV-START-DA PIC 9(2).
05 V2-DISABLED-VETS-LV-START-CN PIC 9(2).
05 V2-DISABLED-VETS-LV-START-YR PIC 9(2).
05 V2-DISABLED-VETS-LEAVE-BAL PIC S9(3)V9(2).
05 V2-W-4-FLAG PIC X(1).
05 V2-TOT-AMT-CLM-DEPENDANTS PIC S9(6)V9(2).
05 V2 PPL-LV-BIRTH-START-PP PIC 9(2).
05 V2 PPL-LV-BIRTH-START-YR PIC 9(2).
05 V2 PPL-BIRTH-LEAVE-BAL PIC S9(4)V9(2).
05 V2 PPL-LV-ADOPT-START-PP PIC 9(2).
05 V2 PPL-LV-ADOPT-START-YR PIC 9(2).
05 V2 PPL-ADOPT-LEAVE-BAL PIC S9(4)V9(2).
05 V2 PPL-LV-FOSTER-START-PP PIC 9(2).
05 V2 PPL-LV-FOSTER-START-YR PIC 9(2).
05 V2 PPL-FOSTER-LEAVE-BAL PIC S9(4)V9(2).

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Record Layout Attachment 4

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01  :XX:-PERS-MAST.
    05  :XX:-GRADE-BASIS-INDICATOR          PIC X(01) .
    05  :XX:-MOST-CURRENT-CODE              PIC 9(01) .
    05  :XX:-PAY-PERIOD-NUMBER              PIC 9(02) .
    05  :XX:-DATE-PROC-PP-BEGIN-CN          PIC 9(02) .
    05  :XX:-DATE-PROC-PP-BEGIN-YR          PIC 9(02) .
    05  :XX:-ACTION-CODE                    PIC 9(01) .
    05  :XX:-NO-PERSONS-CASH-AWARD          PIC 9(03) .
    05  :XX:-SSNO PIC 9(09) .
    05  :XX:-SS-CHECK-CHAR                  PIC S9(01) .
    05  :XX:-AGCY-CODE PIC X(02) .
    05  :XX:-NAME-EMPLOYEE-LAST             PIC X(17) .
    05  :XX:-NAME-EMPLOYEE-FIRST           PIC X(12) .
    05  :XX:-NAME-EMPLOYEE-MIDDLE          PIC X(12) .
    05  :XX:-NAME-EMPLOYEE-LAST-NO-CHAR     PIC 9(2) .
    05  :XX:-NAME-EMPL-FIRST-NO-CHAR        PIC 9(02) .
    05  :XX:-NAME-EMPLOYEE-MID-NO-CHAR      PIC 9(02) .
    05  :XX:-SEX-CODE                       PIC X(01) .
    05  :XX:-DATE-OF-BIRTH.
    10  :XX:-DATE-OF-BIRTH-CN               PIC 9(02) .
    10  :XX:-DATE-OF-BIRTH-YR              PIC 9(02) .
    10  :XX:-DATE-OF-BIRTH-MO              PIC 9(02) .
    10  :XX:-DATE-OF-BIRTH-DA              PIC 9(02) .
    05  :XX:-EDUCATION-LEVEL                 PIC 9(02) .
    05  :XX:-VETERAN-PREF-CODE              PIC 9(01) .
    05  :XX:-PREVIOUS-AGENCY-CODE           PIC X(02) .
    05  :XX:-PRIMARY-FUND-CODE              PIC 9(02) .
    05  :XX:-DATE-LAST-PAY-STAT-RET.
    10  :XX:-DATE-LAST-PAY-STAT-RET-CN      PIC 9(02) .
    10  :XX:-DATE-LAST-PAY-STAT-RET-YR      PIC 9(02) .
    10  :XX:-DATE-LAST-PAY-STAT-RET-MO      PIC 9(02) .
    10  :XX:-DATE-LAST-PAY-STAT-RET-DA      PIC 9(02) .
    05  :XX:-DATE-SICK-LEAVE-EXP-RET.
    10  :XX:-DATE-SICK-LEAVE-EXP-RET-CN     PIC 9(02) .
    10  :XX:-DATE-SICK-LEAVE-EXP-RET-YR     PIC 9(02) .
    10  :XX:-DATE-SICK-LEAVE-EXP-RET-MO     PIC 9(02) .
    10  :XX:-DATE-SICK-LEAVE-EXP-RET-DA     PIC 9(02) .
    05  :XX:-TENURE-GROUP PIC 9(01) .
    05  :XX:-DATE-SCD-LEAVE.
    10  :XX:-DATE-SCD-LEAVE-CN              PIC 9(02) .
    10  :XX:-DATE-SCD-LEAVE-YR              PIC 9(02) .
    10  :XX:-DATE-SCD-LEAVE-MO              PIC 9(02) .
    10  :XX:-DATE-SCD-LEAVE-DA              PIC 9(02) .
    05  :XX:-PHYSICAL-HANDICAP-CODE         PIC 9(02) .
    05  :XX:-FEGLI-COVERAGE-CODE PIC X(01) .
    05  :XX:-LI-COVERAGE-AMOUNT PIC 9(04) .
    05  :XX:-HB-COVERAGE-CODE PIC X(01) .
    05  :XX:-DRUG-TS PIC X(01) .
    05  :XX:-NAT-ACT-PREV-3-POS PIC 9(03) .
    05  :XX:-CONSECUTIVE-RECORD-CD-2       PIC 9(02) .

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05 :XX:-NAT-ACT-PREV-5-POS PIC 9(05).
05 :XX:-DATE-CORR-NAT-ACT.
 10 :XX:-DATE-CORR-NATURE-ACTN-CN PIC 9(02).
 10 :XX:-DATE-CORR-NATURE-ACTN-YR PIC 9(02).
 10 :XX:-DATE-CORR-NATURE-ACTN-MO PIC 9(02).
 10 :XX:-DATE-CORR-NATURE-ACTN-DA PIC 9(02).
05 :XX:-NAT-ACT-1ST-3-POS PIC 9(03).
05 :XX:-DATA-BASE-MOD-INDICATOR PIC X(01).
05 :XX:-PROJECT-INDICATOR PIC X(01).
05 :XX:-NAT-ACT-2ND-3-POS PIC 9(03).
05 :XX:-LI-BENEFIT-TYPE PIC 9(01).
05 :XX:-LI-BENEFIT-TYPE1 PIC 9(01).
05 :XX:-NAT-ACT-1ST-5-POS PIC 9(05).
05 :XX:-NAT-ACT-2ND-5-POS PIC 9(05).
05 :XX:-DATE-NTE-SF50.
 10 :XX:-DATE-NTE-SF50-CN PIC 9(02).
 10 :XX:-DATE-NTE-SF50-YR PIC 9(02).
 10 :XX:-DATE-NTE-SF50-MO PIC 9(02).
 10 :XX:-DATE-NTE-SF50-DA PIC 9(02).
05 :XX:-TYPE-OF-EMPLOYMENT PIC 9(01).
05 :XX:-DATE-PERS-ACTN-EFFECTIVE.
 10 :XX:-DATE-PERS-ACTN-EFF-CN PIC 9(02).
 10 :XX:-DATE-PERS-ACTN-EFF-YR PIC 9(02).
 10 :XX:-DATE-PERS-ACTN-EFF-MO PIC 9(02).
 10 :XX:-DATE-PERS-ACTN-EFF-DA PIC 9(02).
05 :XX:-GAIN-LOSE-DEPT-NON-USDA PIC X(02).
05 :XX:-FROM-TO-CODE PIC 9(01).
05 :XX:-CSC-OTHER-LEGAL-AUTH PIC X(20).
05 :XX:-CSC-OTHER-LEGAL-AUTH-2ND PIC X(20).
05 :XX:-APPOINTMENT-LIMIT-CODE PIC 9(01).
05 :XX:-TIME-OFF-HOURS PIC S9(03)V9(02).
05 :XX:-MAKE-CAREER-123 PIC X(01).
05 :XX:-APPNT-LIMIT-HOURS-TOTAL PIC 9(04)V9(02).
05 :XX:-APPNT-LIMIT-DAYS-TOTAL PIC 9(03).
05 :XX:-D-DUTY-STATION-STATE-CODE PIC X(02).
05 :XX:-D-DUTY-STATION-CITY-CODE PIC 9(04).
05 :XX:-APPNT-LIMIT-HOURS-BALANCE PIC S9(04)V9(02).
05 :XX:-APPNT-LIMIT-DAYS-BALANCE PIC S9(03).
05 :XX:-DATE-SERVICE-YEAR-START.
 10 :XX:-DATE-SERVICE-YEAR-START-CN PIC 9(02).
 10 :XX:-DATE-SERVICE-YEAR-START-YR PIC 9(02).
 10 :XX:-DATE-SERVICE-YEAR-START-MO PIC 9(02).
 10 :XX:-DATE-SERVICE-YEAR-START-DA PIC 9(02).
05 :XX:-POSITION-OFFICIAL-TITLE PIC X(38).
05 :XX:-POSITION-NUMBER PIC X(08).
05 :XX:-LI-PLAN-CODE PIC X(02).
05 :XX:-POSITION-SUPERVISORY-CODE PIC 9(01).
05 :XX:-MASTER-RECORD-NUMBER PIC X(06).
05 :XX:-FEHB-COVERAGE-CODE PIC 9(01).
05 :XX:-DATE-TSP-ELIG.
 10 :XX:-DATE-TSP-ELIG-CN PIC 9(02).
 10 :XX:-DATE-TSP-ELIG-YR PIC 9(02).

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10 :XX:-DATE-TSP-ELIG-MO PIC 9(02).
10 :XX:-DATE-TSP-ELIG-DA PIC 9(02).
05 :XX:-RNO-CODE PIC X(01).
05 :XX:-CSC-AUTH-CODE-1ST-NOA PIC X(03).
05 :XX:-CSC-AUTH-2ND-CODE-1ST-NOA PIC X(03).
05 :XX:-CSC-AUTH-CODE-2ND-NOA PIC X(03).
05 :XX:-CSC-AUTH-2ND-CODE-2ND-NOA PIC X(03).
05 :XX:-POSITION-WORKING-TITLE PIC X(38).
05 :XX:-ORG-STRUCTURE-CODE.
10 :XX:-ORG-STRUCTURE-CODE-AGCY PIC X(02).
10 :XX:-ORG-STRUCTURE-CODE-2ND-LEV PIC 9(02).
10 :XX:-ORG-STRUCTURE-CODE-3RD-LEV PIC 9(02).
10 :XX:-ORG-STRUCTURE-CODE-4TH-LEV PIC 9(04).
10 :XX:-ORG-STRUCTURE-CODE-5TH-LEV PIC 9(02).
10 :XX:-ORG-STRUCTURE-CODE-6TH-LEV PIC 9(02).
10 :XX:-ORG-STRUCTURE-CODE-7TH-LEV PIC 9(02).
10 :XX:-ORG-STRUCTURE-CODE-8TH-LEV PIC 9(02).
05 :XX:-PAY-PLAN PIC X(02).
05 :XX:-OCCUP-SERIES-FUNCT-CLASSIF.
10 :XX:-OCCUPATIONAL-SERIES-CODE PIC 9(04).
10 :XX:-OCCUPATIONAL-FUNCTION-CODE PIC 9(02).
05 :XX:-GRADE PIC 9(02).
05 :XX:-STEP PIC 9(02).
05 :XX:-TS-DEDUCTION-YTD PIC S9(05)V9(02).
05 :XX:-SALARY-RATE-CODE PIC X(02).
05 :XX:-PAY-RATE-DETERMINANT-CODE PIC X(01).
05 :XX:-DATE-RETAIN-RATE-EXPIR.
10 :XX:-DATE-RETAIN-RATE-EXPIR-CN PIC 9(02).
10 :XX:-DATE-RETAIN-RATE-EXPIR-YR PIC 9(02).
10 :XX:-DATE-RETAIN-RATE-EXPIR-MO PIC 9(02).
10 :XX:-DATE-RETAIN-RATE-EXPIR-DA PIC 9(02).
05 :XX:-DUTY-STATION-LOC-CODES.
10 :XX:-DUTY-STATION-STATE-CODE PIC X(02).
10 :XX:-DUTY-STATION-CITY-CODE PIC 9(04).
10 :XX:-DUTY-STATION-CNTY-CODE PIC 9(03).
05 :XX:-DATE-SCD-CSR.
10 :XX:-DATE-SCD-CSR-CN PIC 9(02).
10 :XX:-DATE-SCD-CSR-YR PIC 9(02).
10 :XX:-DATE-SCD-CSR-MO PIC 9(02).
10 :XX:-DATE-SCD-CSR-DA PIC 9(02).
05 :XX:-DATE-SCD-RIF.
10 :XX:-DATE-SCD-RIF-CN PIC 9(02).
10 :XX:-DATE-SCD-RIF-YR PIC 9(02).
10 :XX:-DATE-SCD-RIF-MO PIC 9(02).
10 :XX:-DATE-SCD-RIF-DA PIC 9(02).
05 :XX:-DATE-SCD-WGI.
10 :XX:-DATE-SCD-WGI-CN PIC 9(02).
10 :XX:-DATE-SCD-WGI-YR PIC 9(02).
10 :XX:-DATE-SCD-WGI-MO PIC 9(02).
10 :XX:-DATE-SCD-WGI-DA PIC 9(02).
05 :XX:-DATE-SUPV-MGR-PROB-BEGINS.
10 :XX:-DATE-SUPV-MGR-PROB-CN PIC 9(02).

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10  :XX:-DATE-SUPV-MGR-PROB-YR          PIC 9(02).
10  :XX:-DATE-SUPV-MGR-PROB-MO         PIC 9(02).
10  :XX:-DATE-SUPV-MGR-PROB-DA         PIC 9(02).
05  :XX:-POSITION-STATUS-CSC PIC 9(01).
05  :XX:-BARGAINING-UNIT-STATUS        PIC 9(04).
05  :XX:-ANNUITANT-INDICATOR PIC X(01).
05  :XX:-SPEC-EMPLOYMENT-PGMS-CODE     PIC X(02).
05  :XX:-POSITION-STATUS-BUDGET        PIC X(01).
05  :XX:-REMARK-CODES OCCURS 10.
10  :XX:-REMARK-CD PIC X(3).
05  :XX:-DATE-PROB-PERIOD-START.
10  :XX:-DATE-PROB-PERIOD-START-CN     PIC 9(02).
10  :XX:-DATE-PROB-PERIOD-START-YR     PIC 9(02).
10  :XX:-DATE-PROB-PERIOD-START-MO     PIC 9(02).
10  :XX:-DATE-PROB-PERIOD-START-DA     PIC 9(02).
05  :XX:-DATE-CAREER-PERM-TEN-START.
10  :XX:-DATE-CAR-PERM-TEN-START-CN    PIC 9(02).
10  :XX:-DATE-CAR-PERM-TEN-START-YR    PIC 9(02).
10  :XX:-DATE-CAR-PERM-TEN-START-MO    PIC 9(02).
10  :XX:-DATE-CAR-PERM-TEN-START-DA    PIC 9(02).
05  :XX:-ANNUAL-LEAVE-CATEGORY PIC 9(01).
05  :XX:-ANNUAL-LEAVE-45-DAY-CODE     PIC X(01).
05  :XX:-LEAVE-EARNING-STATUS-PP      PIC X(01).
05  :XX:-DATE-RETEN-RIGHTS-END.
10  :XX:-DATE-RETEN-RIGHTS-END-CN      PIC 9(02).
10  :XX:-DATE-RETEN-RIGHTS-END-YR      PIC 9(02).
10  :XX:-DATE-RETEN-RIGHTS-END-MO      PIC 9(02).
10  :XX:-DATE-RETEN-RIGHTS-END-DA      PIC 9(02).
05  :XX:-DATE-ENTERED-PRES-GRADE.
10  :XX:-DATE-ENTERED-PRES-GRADE-CN    PIC 9(02).
10  :XX:-DATE-ENTERED-PRES-GRADE-YR    PIC 9(02).
10  :XX:-DATE-ENTERED-PRES-GRADE-MO    PIC 9(02).
10  :XX:-DATE-ENTERED-PRES-GRADE-DA    PIC 9(02).
05  :XX:-FERS-COVERAGE-CODE PIC X(01).
05  :XX:-VETERANS-STATUS PIC X(01).
05  :XX:-PAY-PROTECTION-FLAG PIC X(01).
05  :XX:-LAW-BAR-MEMBERSHIP-CODE      PIC 9(01).
05  :XX:-NAME-CORRECTION-CODE PIC X(01).
05  :XX:-SSNO-OLD PIC 9(09).
05  :XX:-SS-OLD-CHECK-CHAR PIC S9(01).
05  :XX:-TOUR-OF-DUTY-HOURS PIC 9(03)V9(02).
05  :XX:-INTERIM-LUMP-SUM-CODE PIC X(01).
05  :XX:-PROMOTION-PLAN-CODE PIC 9(01).
05  :XX:-SEASONAL-STATUS-QUO-CODE     PIC 9(01).
05  :XX:-TYPE-APPOINTMENT-CODE PIC 9(02).
05  :XX:-SPECIAL-EMPLOYEE-CODE PIC X(02).
05  :XX:-CITIZENSHIP-CODE PIC 9(01).
05  :XX:-FUNDING-UNIT PIC X(05).
05  :XX:-COLA-POST-DIFF-CODE PIC 9(01).
05  :XX:-WAGE-BOARD-SHIFT-RATE-2ND    PIC 9(02)V9(02).
05  :XX:-WAGE-BOARD-SHIFT-RATE-3RD    PIC 9(02)V9(02).
05  :XX:-WAGE-BOARD-SHIFT-RATE-VAR    PIC 9(02)V9(02).

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05 :XX:-COOP-EMPLOYEE-CONTROL-CODE PIC 9(01).
05 :XX:-COOP-ANNUIT-SHARE-CODE PIC 9(01).
05 :XX:-COOP-STATE-SHARE-SALARY PIC 9(05)V9(02).
05 :XX:-CIVIL-SER-ANNUITANT-SHARE PIC 9(06)V9(02).
05 :XX:-COOP-EMP-OT-RATE-FURNISHED PIC 9(02)V9(02).
05 :XX:-COOP-EMP-HOL-RATE-FURNISH PIC 9(02)V9(02).
05 :XX:-QUARTERS-DEDUCTION-RATE PIC 9(03)V9(02).
05 :XX:-QUARTERS-DEDUCTION-CODE PIC 9(01).
05 :XX:-FMHA-COMMITTEE-TRAV-ALLOW PIC 9(02)V9(02).
05 :XX:-FAIR-LABOR-STANDARDS-CODE PIC X(01).
05 :XX:-LMR-STATUS PIC 9(02).
05 :XX:-ACCOUNTING-STATION-CODE PIC 9(04).
05 :XX:-EMPLOYING-OFFICE-CODE PIC 9(04).
05 :XX:-STANDBY-AUO-HRS-WK PIC S9(3).
05 :XX:-STANDBY-AUO-PERCENT PIC S9(03).
05 :XX:-DATE-DEGREE-CERT-RCVD-CN PIC 9(02).
05 :XX:-DATE-DEGREE-CERT-RCVD-YR PIC 9(02).
05 :XX:-DUES-CODE-1 PIC X(01).
05 :XX:-DUES-CODE-2 PIC X(01).
05 :XX:-CURRENT-EMPLOYMENT-STATUS PIC 9(02).
05 :XX:-ACCTG-DISTRIBUTION.
10 :XX:-ACCTG-DIST-FISCAL-YR-CODE PIC X(01).
10 :XX:-ACCTG-DIST-APPN-CODE PIC X(02).
10 :XX:-ACCTG-DIST-SUB-LEVEL-CODES PIC X(25).
05 :XX:-ACCESSION-NAT-OF-ACTN-CODE PIC 9(03).
05 :XX:-DATE-PERS-ACTN-VALID.
10 :XX:-DATE-PERS-ACTN-VALID-CN PIC 9(02).
10 :XX:-DATE-PERS-ACTN-VALID-YR PIC 9(02).
10 :XX:-DATE-PERS-ACTN-VALID-MO PIC 9(02).
10 :XX:-DATE-PERS-ACTN-VALID-DA PIC 9(02).
05 :XX:-RESIDENCE-ADR-1ST-LINE-ST PIC X(25).
05 :XX:-RESIDENCE-ADDITIONAL-ADR PIC X(25).
05 :XX:-RESIDENCE-ADDITIONAL-ADR-2 PIC X(25).
05 :XX:-RESIDENCE-ADR-CITY-CODE PIC 9(04).
05 :XX:-RESIDENCE-ADR-ST-CTRY-CODE PIC X(02).
05 :XX:-RESIDENCE-ADR-CNTY-CODE PIC 9(03).
05 :XX:-RESIDENCE-ADR-ZIP-CODE.
10 :XX:-RESIDENCE-ADR-ZIP-5 PIC X(05).
10 :XX:-RESIDENCE-ADR-ZIP-4 PIC X(04).
05 :XX:-CHECK-MAIL-ADDR-LINE1 PIC X(35).
05 :XX:-CHECK-MAIL-ADDR-LINE2 PIC X(35).
05 :XX:-CHECK-MAIL-ADDR-CITY-CODE PIC 9(04).
05 :XX:-CHECK-MAIL-ADDR-STATE-CODE PIC X(02).
05 :XX:-CHECK-MAIL-ADDR-ZIP.
10 :XX:-CHECK-MAIL-ADDR-ZIP-5 PIC X(05).
10 :XX:-CHECK-MAIL-ADDR-ZIP-4 PIC X(04).
05 :XX:-CHECK-MAIL-DESIGNATED-AGNT PIC 9(04).
05 :XX:-VETERAN-PREF-RIF PIC X(01).
05 :XX:-UNIFORM-SERVICE-STATUS PIC 9(01).
05 :XX:-DATE-AGENCY-EOD.
10 :XX:-DATE-AGENCY-EOD-CN PIC 9(02).
10 :XX:-DATE-AGENCY-EOD-YR PIC 9(02).

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10 :XX:-DATE-AGENCY-EOD-MO PIC 9(02).
10 :XX:-DATE-AGENCY-EOD-DA PIC 9(02).
05 :XX:-WAGE-BOARD-AREA-CODE PIC X(04).
05 :XX:-DATE-RETIRED-MILITARY.
10 :XX:-DATE-RETIRED-MILITARY-CN PIC 9(02).
10 :XX:-DATE-RETIRED-MILITARY-YR PIC 9(02).
10 :XX:-DATE-RETIRED-MILITARY-MO PIC 9(02).
10 :XX:-DATE-RETIRED-MILITARY-DA PIC 9(02).
05 :XX:-LOCATION-CODE PIC 9(01).
05 :XX:-TA-CONTACT-POINT-CODE.
10 :XX:-TA-CONTACT-PT-STATE-CODE PIC 9(02).
10 :XX:-TA-CONTACT-PT-CITY-CODE PIC 9(04).
10 :XX:-TA-CONTACT-PT-UNIT-CODE PIC 9(02).
10 :XX:-TA-CONTACT-PT-TIMEKPR-CODE PIC 9(02).
05 :XX:-DATE-APPOINTMENT-NTE.
10 :XX:-DATE-APPOINTMENT-NTE-CN PIC 9(02).
10 :XX:-DATE-APPOINTMENT-NTE-YR PIC 9(02).
10 :XX:-DATE-APPOINTMENT-NTE-MO PIC 9(02).
10 :XX:-DATE-APPOINTMENT-NTE-DA PIC 9(02).
05 :XX:-CURRENT-CASH-AWARD PIC S9(06)V9(02).
05 :XX:-CASH-AWARD-TYPE-CODE PIC 9(01).
05 :XX:-FROZEN-SICK-LEAVE-BALANCE PIC S9(04)V9(02).
05 :XX:-CPDF-COVERAGE-CODE PIC X(01).
05 :XX:-SAV-GR-PAY-PLAN PIC X(02).
05 :XX:-SAV-GR-OCC-SERIES PIC 9(04).
05 :XX:-SAV-GR-OCC-SER-FUN-CODE PIC 9(02).
05 :XX:-SAV-GR-GRADE PIC 9(02).
05 :XX:-APPNT-NAT-OF-ACTN-CODE PIC 9(03).
05 :XX:-EMPLY-TYPE PIC X(01).
05 :XX:-GAO-PROFESSIONAL-CATEGORY PIC X(01).
05 :XX:-MERIT-PAY-INCREASE PIC S9(5)V99.
05 :XX:-LI-AGE-BRACKET-CODE1 PIC X(01).
05 :XX:-WORK-BLDG-CODE PIC X(03).
05 :XX:-PERF-EVAL-ELIGIBILITY-CODE PIC X(01).
05 :XX:-DATE-PER-EVAL-ANNIVERSARY.
10 :XX:-DATE-PER-EVAL-ANNIV-CN PIC 9(02).
10 :XX:-DATE-PER-EVAL-ANNIV-YR PIC 9(02).
10 :XX:-DATE-PER-EVAL-ANNIV-MO PIC 9(02).
10 :XX:-DATE-PER-EVAL-ANNIV-DA PIC 9(02).
05 :XX:-PERF-EVAL-PAY-PERIOD PIC 9(02).
05 :XX:-PERF-EVAL-CENTURY PIC 9(02).
05 :XX:-PERF-EVAL-YEAR PIC 9(02).
05 :XX:-PERF-EVAL-RATING PIC X(02).
05 :XX:-UNION-DED-INDICATOR PIC 9(01).
05 :XX:-ACCESSION-PAY-PERIOD PIC 9(02).
05 :XX:-ACCESSION-CENTURY PIC 9(02).
05 :XX:-ACCESSION-YEAR PIC 9(02).
05 :XX:-ACCESSION-AUTHORITY PIC X(20).
05 :XX:-DATE-OF-ACCESSION.
10 :XX:-DATE-ACCESSION-CN PIC 9(02).
10 :XX:-DATE-ACCESSION-YR PIC 9(02).
10 :XX:-DATE-ACCESSION-MO PIC 9(02).

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10 :XX:-DATE-ACCESSION-DA PIC 9(02).
05 :XX:-DUAL-APPOINTMT-CODE PIC X(1).
05 :XX:-ACCESSION-1ST-AUTH-CODE PIC X(03).
05 :XX:-ACCESSION-2ND-AUTH-CODE PIC X(03).
05 :XX:-ANNUAL-LV-ACCRUED-SES PIC S9(03).
05 :XX:-FREQUENCY-PAID-CODE PIC 9(01).
05 :XX:-ACCTG-DIST-FLAG PIC 9(01).
05 :XX:-RET-COV-UN-CONV PIC X(1).
05 :XX:-RETIREMENT-COVERAGE-CODE PIC X(01).
05 :XX:-SUPV-MGR-PROB-PD-EXP-NOTIF PIC X(01).
05 :XX:-SCHEDULE-NUMBER-LAST-PD PIC 9(02).
05 :XX:-DATE-PROC-PP-BEGINS-MO PIC 9(02).
05 :XX:-DATE-PROC-PP-BEGINS-DA PIC 9(02).
05 :XX:-PAID-STATUS-CODE PIC 9(01).
05 :XX:-PAY-PERIOD-LAST-TIME-PAID PIC 9(02).
05 :XX:-DATE-LAST-PAID-BEGINS.
10 :XX:-DATE-LAST-PAID-BEGINS-CN PIC 9(02).
10 :XX:-DATE-LAST-PAID-BEGINS-YR PIC 9(02).
10 :XX:-DATE-LAST-PAID-BEGINS-MO PIC 9(02).
10 :XX:-DATE-LAST-PAID-BEGINS-DA PIC 9(02).
05 :XX:-SEPARATION-PREP-LEAVE-RCD PIC 9(01).
05 :XX:-SEPARATION-PREP-RETIRE-RCD PIC 9(01).
05 :XX:-SEPARATION-FINAL-TA-RCVD PIC 9(01).
05 :XX:-SEPARATION-RCD-STATUS-CODE PIC 9(01).
05 :XX:-SEPARATION-PROCESSED-PP PIC 9(02).
05 :XX:-SEPARATION-PROCESSED-CN PIC 9(02).
05 :XX:-SEPARATION-PROCESSED-YEAR PIC 9(02).
05 :XX:-DATE-NON-PAY-NTE.
10 :XX:-DATE-NON-PAY-NTE-CN PIC 9(02).
10 :XX:-DATE-NON-PAY-NTE-YR PIC 9(02).
10 :XX:-DATE-NON-PAY-NTE-MO PIC 9(02).
10 :XX:-DATE-NON-PAY-NTE-DA PIC 9(02).
05 :XX:-PERF-EVAL-RATING-2ND PIC X(02).
05 :XX:-DATE-PER-EVAL-ANNIV-2ND.
10 :XX:-DATE-PER-EVAL-ANNIV-2ND-CN PIC 9(02).
10 :XX:-DATE-PER-EVAL-ANNIV-2ND-YR PIC 9(02).
10 :XX:-DATE-PER-EVAL-ANNIV-2ND-MO PIC 9(02).
10 :XX:-DATE-PER-EVAL-ANNIV-2ND-DA PIC 9(02).
05 :XX:-PERF-EVAL-PAY-PERIOD-2ND PIC 9(02).
05 :XX:-PERF-EVAL-CENTURY-2ND PIC 9(02).
05 :XX:-PERF-EVAL-YEAR-2ND PIC 9(02).
05 :XX:-SES-PERF-BONUS PIC 9(05)V9(02).
05 :XX:-SES-PERF-TYPE-RANK PIC X(01).
05 :XX:-CURR-LUMP-SUM-AN-LV-HRS-PD PIC S9(03)V9(02).
05 :XX:-SES-PERF-SCALE PIC X(02).
05 :XX:-SES-APPRAISAL-CN PIC 9(02).
05 :XX:-SES-APPRAISAL-YR PIC 9(02).
05 :XX:-SES-PERF-PRES-RATING PIC X(01).
05 :XX:-CASH-AWARD-CODE PIC X(04).
05 :XX:-ALLOWANCE-QUARTERS-AMT PIC S9(02)V9(02).
05 :XX:-ALLOWANCE-QUARTERS-RATE PIC 9(01).
05 :XX:-ALLOWANCE-COLA-CODE PIC S9(01).

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05 :XX:-PERF-EVAL-RATING-3RD PIC X(02) .
05 :XX:-DATE-PER-EVAL-ANNIV-3RD.
10 :XX:-DATE-PER-EVAL-ANNIV-3RD-CN PIC 9(02) .
10 :XX:-DATE-PER-EVAL-ANNIV-3RD-YR PIC 9(02) .
10 :XX:-DATE-PER-EVAL-ANNIV-3RD-MO PIC 9(02) .
10 :XX:-DATE-PER-EVAL-ANNIV-3RD-DA PIC 9(02) .
05 :XX:-PERF-EVAL-PAY-PERIOD-3RD PIC 9(02) .
05 :XX:-PERF-EVAL-CENTURY-3RD PIC 9(02) .
05 :XX:-PERF-EVAL-YEAR-3RD PIC 9(02) .
05 :XX:-TSP-CHANGE-INDICATOR PIC X(01) .
05 :XX:-UNION-CHANGE-INDICATOR PIC X(01) .
05 :XX:-HB-CHANGE-INDICATOR PIC X(01) .
05 :XX:-PERF-EVAL-CHG-INDICATOR PIC X(01) .
05 :XX:-CASH-AWARD-SCOPE PIC X(04) .
05 :XX:-MAKE-116 PIC X(01) .
05 :XX:-MAKE-117 PIC X(01) .
05 :XX:-LI-COVERAGE-AMT-FURNISH PIC X(01) .
05 :XX:-HB-DEDUCTION-AMOUNT PIC S9(03)V9(02) .
05 :XX:-HB-CONTRIBUTION-AMOUNT PIC S9(03)V9(02) .
05 :XX:-FEHBA-ENROLLMENT-CODES.
10 :XX:-HB-PLAN-CODE PIC X(02) .
10 :XX:-HB-OPTION-CODE PIC 9(01) .
05 :XX:-HB-CONTROL-NO PIC X(09) .
05 :XX:-HB-DATE-EFFECTIVE.
10 :XX:-HB-DATE-EFF-CN PIC 9(02) .
10 :XX:-HB-DATE-EFF-YR PIC 9(02) .
10 :XX:-HB-DATE-EFF-MO PIC 9(02) .
10 :XX:-HB-DATE-EFF-DA PIC 9(02) .
05 :XX:-BOND-AUTHORIZATION-NUMBER PIC 9(01) OCCURS 10.
05 :XX:-BOND-DEDUCTION-AMOUNT PIC S9(03)V9(02) .
05 :XX:-RESIDENCE-ADR-ZIP-2 PIC X(02) .
05 :XX:-CHECK-MAIL-ADDR-ZIP-2 PIC X(02) .
05 :XX:-MAKE-RETEN-124 PIC X(01) .
05 :XX:-FED-TAX-NO-EXEMPTIONS PIC X(03) .
05 :XX:-PMRS-NONRATING-OF-RECORD PIC X(02) .
05 :XX:-FED-TAX-EX-EXEMPT-BEGIN-PP PIC 9(02) .
05 :XX:-FED-TAX-EX-EXEMPT-BEGIN-CN PIC 9(02) .
05 :XX:-FED-TAX-EX-EXEMPT-BEGIN-YR PIC 9(02) .
05 :XX:-STATE-TAX-EXTRA-DEDUCTIONS PIC S9(03)V9(02) .
05 :XX:-STATE-TAX-WH-STATE-CODE PIC X(02) .
05 :XX:-NUMBER-OF-UNION-DEDUCT PIC S9(1) .
05 :XX:-UNION-DUES-DEDUCTIONS OCCURS 2.
10 :XX:-UNION-TRANS-CODE PIC S9(02) .
10 :XX:-UNION-CODE PIC S9(02) .
10 :XX:-UNION-LOCAL-CODE PIC S9(04) .
10 :XX:-UNION-AMT-PER-PP PIC S9(02)V9(02) .
05 :XX:-UNION-MINIMUM-DED-AMT1 PIC 9(2)V99.
05 :XX:-UNION-MINIMUM-DED-AMT2 PIC 9(02)V99.
05 :XX:-UNION-DED-INDICATOR2 PIC 9(01) .
05 :XX:-PERF-EVAL-RATING-PATTERN PIC X(01) .
05 :XX:-PERF-EVAL-RATING-PATTERN2 PIC X(01) .
05 :XX:-PERF-EVAL-RATING-PATTERN3 PIC X(01) .

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05 :XX:-NUMBER-OF-CHARI-DEDUCT          PIC S9(1) .
05 :XX:-CHAR-CAMP-CONTRIB OCCURS 2 .
 10 :XX:-CHAR-CAMP-AREA-TYPE-CODE       PIC S9(02) .
 10 :XX:-CHAR-CAMP-AREA-STATE-CD       PIC X(02) .
 10 :XX:-CHAR-CAMP-AREA-CITY-CD        PIC S9(04) .
 10 :XX:-CHAR-CAMP-AREA-BALANCE        PIC S9(04)V9(02) .
 10 :XX:-CHAR-CAMP-AREA-AMT-PP         PIC S9(03)V9(02) .
 10 :XX:-CHAR-FILLER PIC X .
05 :XX:-ANNUAL-LV-45-DAY-CARRYOVER     PIC 9(04)V9(02) .
05 :XX:-TS-BENEFIT-TYPE                PIC X(01) .
05 :XX:-TS-DATE-EFF-NF2 .
 10 :XX:-TS-DATE-EFF-CN-NF2           PIC 9(02) .
 10 :XX:-TS-DATE-EFF-YR-NF2           PIC 9(02) .
 10 :XX:-TS-DATE-EFF-MO-NF2           PIC 9(02) .
 10 :XX:-TS-DATE-EFF-DA-NF2           PIC 9(02) .
05 :XX:-FILLER PIC X(03) .
05 :XX:-COMPUTED-ANN-SAL-NO-SHARES     PIC S9(5)V99 .
05 :XX:-COMPUTED-DAILY-HOURS PIC S9(2)V99 .
05 :XX:-CHECK-MAIL-DISTRIBUTION-CD     PIC 9(01) .
05 :XX:-LI-AGE-BRACKET-CODE PIC X(01) .
05 :XX:-CONV-TO-TAPER-NOTIF-GIVEN     PIC S9(01) .
05 :XX:-ANNUAL-LEAVE-FORFEITED         PIC S9(03)V9(02) .
05 :XX:-NEED-PERF-EVAL-RATE PIC X(01) .
05 :XX:-ANNUAL-LV-CARRYOVER-BAL        PIC S9(04)V9(02) .
05 :XX:-SICK-LEAVE-CARRYOVER-BAL       PIC S9(4)V99 .
05 :XX:-ANNUAL-LEAVE-CURRENT-BAL       PIC S9(04)V9(02) .
05 :XX:-SICK-LEAVE-CURRENT-BAL        PIC S9(4)V99 .
05 :XX:-DATE-PENALTY-BEGAN .
 10 :XX:-DATE-PENALTY-BEGAN-CN         PIC 9(02) .
 10 :XX:-DATE-PENALTY-BEGAN-YR         PIC 9(02) .
 10 :XX:-DATE-PENALTY-BEGAN-MO         PIC 9(02) .
 10 :XX:-DATE-PENALTY-BEGAN-DA         PIC 9(02) .
05 :XX:-D-DUTY-STATION-CNTY-CODE      PIC 9(03) .
05 :XX:-ANNUAL-LEAVE-USED-YTD PIC S9(03)V9(02) .
05 :XX:-SICK-LEAVE-ACCRUALS-YTD        PIC S9(03) .
05 :XX:-SICK-LEAVE-USED-YTD PIC S9(04)V9(02) .
05 :XX:-COMP-LV-EARNED-YTD PIC S9(04)V9(02) .
05 :XX:-COMP-LV-USED-YTD PIC S9(04)V9(02) .
05 :XX:-PERF-PENALTY-STATUS PIC X(01) .
05 :XX:-PAY-ADJP-ELAPSED-PP-CTR        PIC 9(03) .
05 :XX:-HB-BENEFIT-TYPE PIC 9(01) .
05 :XX:-POSITION-SCHEDULE PIC X(01) .
05 :XX:-ADMINISTRATIVE-LV-USED-YTD     PIC S9(03)V9(02) .
05 :XX:-MILITARY-LV-HOURS-YTD-REG      PIC S9(04)V9(02) .
05 :XX:-MILITARY-LV-DAYS-YTD-REG       PIC S9(02) .
05 :XX:-LWOP-LV-RETIREMENT-RIF         PIC S9(04)V9(02) .
05 :XX:-LWOP-SINCE-LAST-WGI PIC S9(04)V9(02) .
05 :XX:-INJURY-LEAVE-OFEC PIC S9(04)V9(02) .
05 :XX:-LWOP-DURING-PROBATION PIC S9(04)V99 .
05 :XX:-AWOL-LEAVE-RETIREMENT-RIF      PIC S9(03)V9(02) .
05 :XX:-AWOL-SINCE-LAST-WGI PIC S9(03)V9(02) .
05 :XX:-SUSP-SINCE-LAST-WGI PIC S9(03)V9(02) .

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05 :XX:-SUSP-DURING-PROBATION PIC S9(03)V9(02).
05 :XX:-AWOL-DURING-PROBATION PIC S9(03)V9(02).
05 :XX:-AWOP-EXCESS-30-DAYS-CNTR PIC S9(04).
05 :XX:-DATE-AWOP-BEGINS.
10 :XX:-DATE-AWOP-BEGINS-CN PIC 9(02).
10 :XX:-DATE-AWOP-BEGINS-YR PIC 9(02).
10 :XX:-DATE-AWOP-BEGINS-MO PIC 9(02).
10 :XX:-DATE-AWOP-BEGINS-DA PIC 9(02).
05 :XX:-INT-DAYS-WKD-LAST-WGI PIC S9(03).
05 :XX:-MILITARY-LV-DAYS-PRIOR-YR PIC S9(02).
05 :XX:-INT-DAYS-WKD-PROB-PERIOD PIC S9(03).
05 :XX:-INT-PD-DAYS-TO-CAR-TENURE PIC S9(03).
05 :XX:-WORK-SCHEDULE PIC X(01).
05 :XX:-INACTIVE-NO-PAY-DUE-IND PIC X(01).
05 :XX:-FICA-WAGES-YTD PIC S9(06)V9(02).
05 :XX:-EXP-APPNT-LMT-REPORT-CODE PIC S9(01).
05 :XX:-WGI-INFORMATION.
10 :XX:-WGI-NOTIFICATION-GIVEN-CD PIC S9(01).
10 :XX:-WGI-DUE-CODE-GS-GG-WG PIC S9(1).
10 :XX:-WGI-DUE-CODE-WB PIC S9(1).
10 :XX:-WGI-PP-NOTIFICATION-GIVEN PIC S9(02).
05 :XX:-PROB-PERIOD-EXPIR-IND PIC 9(01).
05 :XX:-MILITARY-LV-HRS-YTD-EMERG PIC S9(04)V9(02).
05 :XX:-INT-ELAPSE-CAL-DAYS-WGI PIC S9(04).
05 :XX:-MILITARY-LEAVE-CARRYOVER PIC S9(03)V9(03).
05 :XX:-WGI-WITHHELD-NOT-RETURNED PIC 9(01).
05 :XX:-ACCESSION-METHOD PIC 9(01).
05 :XX:-HB-DEDUCTION-INDICATOR PIC X(01).
05 :XX:-ANNUAL-LV-RESTORED-1ST-HRS PIC S9(03)V9(02).
05 :XX:-ANNUAL-LV-RESTORED-1ST-YR PIC S9(02).
05 :XX:-MAKE-FWS-WGI-TICK PIC X(01).
05 :XX:-D-POS-OFF-TITLE PIC X(38).
05 :XX:-D-PAY-PLAN PIC X(02).
05 :XX:-D-OCC-SER-CODE PIC 9(04).
05 :XX:-D-ORG-STR-2ND-LEV PIC 9(02).
05 :XX:-D-ORG-STR-3RD-LEV PIC 9(02).
05 :XX:-D-ORG-STR-4TH-LEV PIC 9(04).
05 :XX:-D-ORG-STR-5TH-LEV PIC 9(02).
05 :XX:-D-ORG-STR-6TH-LEV PIC 9(02).
05 :XX:-D-ORG-STR-7TH-LEV PIC 9(02).
05 :XX:-D-ORG-STR-8TH-LEV PIC 9(02).
05 :XX:-DATE-434-ISSUED.
10 :XX:-DATE-434-ISSUED-CN PIC 9(02).
10 :XX:-DATE-434-ISSUED-YR PIC 9(02).
10 :XX:-DATE-434-ISSUED-MO PIC 9(02).
10 :XX:-DATE-434-ISSUED-DA PIC 9(02).
05 :XX:-PRESENT-STATUS-POSITION PIC 9(01).
05 :XX:-DATE-WGI-PROJ-EFFECTIVE.
10 :XX:-DATE-WGI-PROJ-EFFECTIVE-CN PIC 9(02).
10 :XX:-DATE-WGI-PROJ-EFFECTIVE-YR PIC 9(02).
10 :XX:-DATE-WGI-PROJ-EFFECTIVE-MO PIC 9(02).
10 :XX:-DATE-WGI-PROJ-EFFECTIVE-DA PIC 9(02).

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05 :XX:-RETURN-TO-DUTY-INDICATOR PIC 9(01).
05 :XX:-WITHELD-IND-FEHBA PIC X(03).
05 :XX:-MAKE-350A-CODE PIC 9(1).
05 :XX:-MAKE-349A-CODE PIC 9(1).
05 :XX:-MAKE-434 PIC X(01).
05 :XX:-MAKE-658 PIC X(01).
05 :XX:-MAKE-TAPER-RCD PIC X(01).
05 :XX:-MAKE-0240 PIC X(01).
05 :XX:-MAKE-0245 PIC X(01).
05 :XX:-MAKE-0220 PIC X(01).
05 :XX:-MAKE-0230 PIC X(01).
05 :XX:-MAKE-1071 PIC X(01).
05 :XX:-MAKE-108 PIC X(01).
05 :XX:-MAKE-115 PIC X(01).
05 :XX:-MAKE-028 PIC X(01).
05 :XX:-ANNUAL-LV-ACCRUAL-REDUCTN PIC S9(03).
05 :XX:-SICK-LV-ACCRUAL-REDUCTION PIC S9(03).
05 :XX:-APPNT-1ST-AUTH-CODE PIC X(03).
05 :XX:-APPNT-2ND-AUTH-CODE PIC X(03).
05 :XX:-WORKING-TITLE-CODE PIC 9(04).
05 :XX:-CONSECUTIVE-RECORD-CODE PIC 9(03).
05 :XX:-FILLER PIC X(02).
05 :XX:-PMRS-RATING-CODE PIC X(02).
05 :XX:-PMRS-BONUS-AMOUNT PIC 9(05)V9(02).
05 :XX:-PMRS-BONUS-EFF-PP PIC 9(02).
05 :XX:-PMRS-BONUS-EFF-CN PIC 9(02).
05 :XX:-PMRS-BONUS-EFF-YR PIC 9(02).
05 :XX:-CASH-AWARD-AMOUNT PIC 9(06)V9(02).
05 :XX:-CASH-AWARD-EFF-PP PIC 9(02).
05 :XX:-CASH-AWARD-EFF-CN PIC 9(02).
05 :XX:-CASH-AWARD-EFF-YR PIC 9(02).
05 :XX:-CREDITABLE-MILITARY-SERVICE PIC 9(04).
05 :XX:-FROZEN-CSRS-SERVICE PIC 9(04).
05 :XX:-CSRS-COVERAGE-AT-APPNT PIC X(01).
05 :XX:-DETL-MASTER-RECORD-NUMBER PIC X(06).
05 :XX:-DETL-DEPT-CODE PIC X(02).
05 :XX:-DETL-AGCY PIC X(02).
05 :XX:-DETL-SON PIC 9(04).
05 :XX:-DETL-POSITION-NUMBER PIC X(08).
05 :XX:-DETL-GRADE PIC 9(02).
05 :XX:-DATE-DETL-EXPIR-CN PIC 9(02).
05 :XX:-DATE-DETL-EXPIR-YR PIC 9(02).
05 :XX:-DATE-DETL-EXPIR-MO PIC 9(02).
05 :XX:-DATE-DETL-EXPIR-DA PIC 9(02).
05 :XX:-CHECK-BANK-ACCT-NO PIC X(10).
05 :XX:-CHECK-BANK-EI-NO PIC 9(9).
05 :XX:-LT-349-EO PIC 9(04).
05 :XX:-LT-349-BATCH PIC 9(04).
05 :XX:-MINUS-SICK-LV-CODE PIC 9(01).
05 :XX:-ALTERNATE-WORK-SCHEDULE PIC 9(01).
05 :XX:-LT-063-EO PIC 9(04).
05 :XX:-LT-063-BATCH PIC 9(04).

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05 :XX:-AGENCY-IDENT-MARS PIC X(08) .
05 :XX:-DATE-ENTERED-THIS-TOUR.
10 :XX:-DATE-ENTERED-THIS-TOUR-CN PIC 9(02) .
10 :XX:-DATE-ENTERED-THIS-TOUR-YR PIC 9(02) .
10 :XX:-DATE-ENTERED-THIS-TOUR-MO PIC 9(02) .
10 :XX:-DATE-ENTERED-THIS-TOUR-DA PIC 9(02) .
05 :XX:-REMOTE-PRINTING-FLAG PIC X(01) .
05 :XX:-DEPARTMENT-CODE PIC X(02) .
05 :XX:-TSP-ELIGIBILITY-CODE PIC X(01) .
05 :XX:-EARNINGS-LIMITATION-CODE PIC S9(01) .
05 :XX:-INT-DAYS-WKD-THIS-APPNT PIC S9(04) .
05 :XX:-INT-DAYS-WKD-CAL-YR-SCD PIC S9(03) .
05 :XX:-DATE-LAST-ADJ-SCD-RET.
10 :XX:-DATE-LAST-ADJ-SCD-RET-CN PIC 9(02) .
10 :XX:-DATE-LAST-ADJ-SCD-RET-YR PIC 9(02) .
10 :XX:-DATE-LAST-ADJ-SCD-RET-MO PIC 9(02) .
10 :XX:-DATE-LAST-ADJ-SCD-RET-DA PIC 9(02) .
05 :XX:-DATE-LAST-ADJ-SCD-LV.
10 :XX:-DATE-LAST-ADJ-SCD-LV-CN PIC 9(02) .
10 :XX:-DATE-LAST-ADJ-SCD-LV-YR PIC 9(02) .
10 :XX:-DATE-LAST-ADJ-SCD-LV-MO PIC 9(02) .
10 :XX:-DATE-LAST-ADJ-SCD-LV-DA PIC 9(02) .
05 :XX:-DATE-LAST-ADJ-SCD-RIF.
10 :XX:-DATE-LAST-ADJ-SCD-RIF-CN PIC 9(02) .
10 :XX:-DATE-LAST-ADJ-SCD-RIF-YR PIC 9(02) .
10 :XX:-DATE-LAST-ADJ-SCD-RIF-MO PIC 9(02) .
10 :XX:-DATE-LAST-ADJ-SCD-RIF-DA PIC 9(02) .
05 :XX:-DATE-LAST-REC-CAR-TEN.
10 :XX:-DATE-LAST-REC-CAR-TEN-CN PIC 9(02) .
10 :XX:-DATE-LAST-REC-CAR-TEN-YR PIC 9(02) .
10 :XX:-DATE-LAST-REC-CAR-TEN-MO PIC 9(02) .
10 :XX:-DATE-LAST-REC-CAR-TEN-DA PIC 9(02) .
05 :XX:-DATE-LAST-RECORD-WGI.
10 :XX:-DATE-LAST-RECORD-WGI-CN PIC 9(02) .
10 :XX:-DATE-LAST-RECORD-WGI-YR PIC 9(02) .
10 :XX:-DATE-LAST-RECORD-WGI-MO PIC 9(02) .
10 :XX:-DATE-LAST-RECORD-WGI-DA PIC 9(02) .
05 :XX:-DATE-LAST-RECORD-PROB.
10 :XX:-DATE-LAST-RECORD-PROB-CN PIC 9(02) .
10 :XX:-DATE-LAST-RECORD-PROB-YR PIC 9(02) .
10 :XX:-DATE-LAST-RECORD-PROB-MO PIC 9(02) .
10 :XX:-DATE-LAST-RECORD-PROB-DA PIC 9(02) .
05 :XX:-INT-ELAPSED-CAL-DAYS-SCD PIC S9(03) .
05 :XX:-LT-063-PP PIC S9(02) .
05 :XX:-LT-063-CN PIC S9(02) .
05 :XX:-LT-063-YR PIC S9(02) .
05 :XX:-SAVED-RATE-EXPIRE-NOTIF PIC S9(01) .
05 :XX:-FICA-DEDUCTIONS-YTD PIC S9(04)V9(02) .
05 :XX:-SOURCE-OF-ACTION PIC S9(1) .
05 :XX:-FS-ALTERNATOR-CODE PIC S9(01) .
05 :XX:-CG-GENERIC-RET-CODE PIC X(01) .
05 :XX:-CG-GENERIC-HB-CODE PIC X(01) .

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05 :XX:-CG-GENERIC-LI-CODE PIC X(01) .
05 :XX:-PATCO-CODE PIC X(01) .
05 :XX:-AUO-CHANGE-CODE PIC S9(01) .
05 :XX:-AUO-PROJECTED-ANNUAL-AMT PIC S9(05)V9(02) .
05 :XX:-RESIDENCE-ADR-1ST-ST PIC 9(1) .
05 :XX:-FIRST-YEAR-SAVINGS PIC 9(08)V9(02) .
05 :XX:-FEHBA-CHANGE-ACTION-CODE .
10 :XX:-HB-CHANGE-CODE PIC X(01) .
10 :XX:-HB-ACTION-CODE PIC 9(03) .
05 :XX:-REC-ACCT-STATUS PIC S9(1) .
05 :XX:-SUSP-LV-RETIREMENT-RIF PIC S9(04)V9(02) .
05 :XX:-AWOP-PREV-CAL-YR-SPLIT PIC S9(02)V9(02) .
05 :XX:-SUSP-AWOL-LWOP-CAL-YR-SPLT PIC S9(04)V9(02) .
05 :XX:-SALARY-OT-RATES-FURNISHED PIC S9(01) .
05 :XX:-SALARY-HOL-RATES-FURNISHED PIC S9(01) .
05 :XX:-COMPETITIVE-LV-CD PIC X(04) .
05 :XX:-INT-DAYS-WKD-WHILE-ON-ROLL PIC S9(04) .
05 :XX:-PART-TIME-FEHB-COV PIC S9(01) .
05 :XX:-FIN-ORG-CK-MAIL-IND PIC S9 .
05 :XX:-F-REVERSAL-LMT-BAL .
10 :XX:-REC-ACCT-BALANCE1 PIC S9(04)V9(02) .
10 :XX:-REV-LMT-HRS PIC S9(4)V99 .
10 :XX:-REV-LMT-DAYS PIC S9(3) .
05 :XX:-LT-349-PP PIC 9(2) .
05 :XX:-LT-349-CN PIC 9(2) .
05 :XX:-LT-349-YR PIC 9(2) .
05 :XX:-DUTY-STATION-LOC-NAMES .
10 :XX:-DUTY-STATION-CITY-NAME PIC X(20) .
10 :XX:-DUTY-STATION-COUNTY-NAME PIC X(20) .
10 :XX:-DUTY-STATION-STATE-NAME PIC X(06) .
05 :XX:-RESIDENCE-ADR-CITY-NAME PIC X(20) .
05 :XX:-RESIDENCE-ADR-ST-CTRY-NAME PIC X(06) .
05 :XX:-CHECK-MAIL-ADDR-CITY-NAME PIC X(20) .
05 :XX:-CHECK-MAIL-ADDR-STATE-NAME PIC X(06) .
05 :XX:-DATE-AUO-LAST-CHANGE .
10 :XX:-DATE-AUO-LAST-CHANGE-CN PIC 9(02) .
10 :XX:-DATE-AUO-LAST-CHANGE-YR PIC 9(02) .
10 :XX:-DATE-AUO-LAST-CHANGE-MO PIC 9(02) .
10 :XX:-DATE-AUO-LAST-CHANGE-DA PIC 9(02) .
05 :XX:-CUM-RETIREMENT-DEDUCTIONS PIC S9(05)V9(02) .
05 :XX:-TSP-STATUS-DATE .
10 :XX:-TSP-STATUS-DATE-CN PIC 9(02) .
10 :XX:-TSP-STATUS-DATE-YR PIC 9(02) .
10 :XX:-TSP-STATUS-DATE-MO PIC 9(02) .
10 :XX:-TSP-STATUS-DATE-DA PIC 9(02) .
05 :XX:-DATE-SCD-TSP .
10 :XX:-DATE-SCD-TSP-CN PIC 9(02) .
10 :XX:-DATE-SCD-TSP-YR PIC 9(02) .
10 :XX:-DATE-SCD-TSP-MO PIC 9(02) .
10 :XX:-DATE-SCD-TSP-DA PIC 9(02) .
05 :XX:-TSP-STATUS-CODE PIC X(01) .
05 :XX:-BLD-TSP-DATA-RCD PIC X(01) .

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05 :XX:-DATE-PROMOTION-NTE.
10 :XX:-DATE-PROMOTION-NTE-CN PIC 9(02).
10 :XX:-DATE-PROMOTION-NTE-YR PIC 9(02).
10 :XX:-DATE-PROMOTION-NTE-MO PIC 9(02).
10 :XX:-DATE-PROMOTION-NTE-DA PIC 9(02).
05 :XX:-BASE-CONTRACT-SALARY PIC 9(06)V9(02).
05 :XX:-UNCAPPED-SALARY-FOR-TSP PIC 9(06)V9(02).
05 :XX:-FYTD-EARNINGS-EX-ES PIC 9(06)V9(02).
05 :XX:-MERIT-PAY-COMP-SALARY PIC 9(06)V9(02).
05 :XX:-RECRUITMENT-BONUS PIC 9(06)V9(02).
05 :XX:-RELOCATION-BONUS PIC 9(06)V9(02).
05 :XX:-RETENTION-ALLOWANCE PIC 9(06)V9(02).
05 :XX:-FOREIGN-LANG-ALLOWANCE PIC 9(06)V9(02).
05 :XX:-NATURE-ACTION-1ST-ALPHA PIC X(35).
05 :XX:-NATURE-ACTION-2ND-ALPHA PIC X(35).
05 :XX:-DATE-APPNT-EFFECTIVE.
10 :XX:-DATE-APPNT-EFF-CN PIC 9(02).
10 :XX:-DATE-APPNT-EFF-YR PIC 9(02).
10 :XX:-DATE-APPNT-EFF-MO PIC 9(02).
10 :XX:-DATE-APPNT-EFF-DA PIC 9(02).
05 :XX:-DATE-CASH-AWARD-FROM.
10 :XX:-DATE-CASH-AWARD-FROM-CN PIC 9(02).
10 :XX:-DATE-CASH-AWARD-FROM-YR PIC 9(02).
10 :XX:-DATE-CASH-AWARD-FROM-MO PIC 9(02).
10 :XX:-DATE-CASH-AWARD-FROM-DA PIC 9(02).
05 :XX:-DATE-CASH-AWARD-TO.
10 :XX:-DATE-CASH-AWARD-TO-CN PIC 9(02).
10 :XX:-DATE-CASH-AWARD-TO-YR PIC 9(02).
10 :XX:-DATE-CASH-AWARD-TO-MO PIC 9(02).
10 :XX:-DATE-CASH-AWARD-TO-DA PIC 9(02).
05 :XX:-TS-DATE-EFFECTIVE-FED.
10 :XX:-TS-DATE-EFF-CN-FED PIC 9(02).
10 :XX:-TS-DATE-EFF-YR-FED PIC 9(02).
10 :XX:-TS-DATE-EFF-MO-FED PIC 9(02).
10 :XX:-TS-DATE-EFF-DA-FED PIC 9(02).
05 :XX:-TSP-PRIOR-YR-AMT PIC 9(04)V9(02).
05 :XX:-TS-DEDUCT-FACT-DEF-FED PIC 9(04)V9(04).
05 :XX:-TS-DEDUCT-FACT-NON-DEF-FED PIC 9(04)V9(04).
05 :XX:-ANN-LV-RESTORED-FORFEITED PIC S9(03)V9(02).
05 :XX:-COMP-LV-PRIOR-YR-BAL PIC S9(04)V9(02).
05 :XX:-CREDIT-HRS-CURRENT-BAL PIC S9(03)V9(02).
05 :XX:-DATE-EMP-ASSIGNED.
10 :XX:-DATE-EMP-ASSIGNED-CN PIC 9(02).
10 :XX:-DATE-EMP-ASSIGNED-YR PIC 9(02).
10 :XX:-DATE-EMP-ASSIGNED-MO PIC 9(02).
10 :XX:-DATE-EMP-ASSIGNED-DA PIC 9(02).
05 :XX:-GROSS-PAY-YTD PIC S9(06)V9(02).
05 :XX:-TS-COVERAGE-CODE PIC X(01).
05 :XX:-TSP-EMP-DEDUCTION-RATE PIC 9(02).
05 :XX:-TSP-EMP-DEDUCTION-AMT PIC 9(04).
05 :XX:-TS-DEDUCTION-TYPE-FED1 PIC 9(01).
05 :XX:-TANGIBLE-BENEFITS PIC X(01).

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05 :XX:-INTANGIBLE-BENEFITS PIC X(01) .
05 :XX:-CASH-AWARD-AGCY-CHARGED PIC X(02) .
05 :XX:-DATE-OF-UNION-AUTH-1 .
10 :XX:-DATE-OF-UNION-AUTH-1-CN PIC 9(02) .
10 :XX:-DATE-OF-UNION-AUTH-1-YR PIC 9(02) .
10 :XX:-DATE-OF-UNION-AUTH-1-MO PIC 9(02) .
10 :XX:-DATE-OF-UNION-AUTH-1-DA PIC 9(02) .
05 :XX:-DATE-OF-UNION-AUTH-2 .
10 :XX:-DATE-OF-UNION-AUTH-2-CN PIC 9(02) .
10 :XX:-DATE-OF-UNION-AUTH-2-YR PIC 9(02) .
10 :XX:-DATE-OF-UNION-AUTH-2-MO PIC 9(02) .
10 :XX:-DATE-OF-UNION-AUTH-2-DA PIC 9(02) .
05 :XX:-AGENCY-USE PIC X(12) .
05 :XX:-EMPLOYEE-CEILING-INDICATOR PIC 9(01) .
05 :XX:-TS-PLAN-CODE-FED1 PIC X(02) .
05 :XX:-TS-PLAN-CODE-NF PIC X(02) .
05 :XX:-TS-DATE-EFFECTIVE-NF .
10 :XX:-TS-DATE-EFF-CN-NF PIC 9(02) .
10 :XX:-TS-DATE-EFF-YR-NF PIC 9(02) .
10 :XX:-TS-DATE-EFF-MO-NF PIC 9(02) .
10 :XX:-TS-DATE-EFF-DA-NF PIC 9(02) .
05 :XX:-TS-DEDUCT-FACT-DEF-NF PIC 9(04)V9(04) .
05 :XX:-TS-DEDUCT-FACT-NON-DEF-NF PIC 9(04)V9(04) .
05 :XX:-AGCY-INFO .
10 :XX:-AGENCY-INFO-1 PIC X(20) .
10 :XX:-AGENCY-INFO-2 PIC X(20) .
10 :XX:-AGENCY-INFO-3 PIC X(20) .
10 :XX:-AGENCY-INFO-4 PIC X(20) .
10 :XX:-AGENCY-INFO-5 PIC X(20) .
05 :XX:-REC-ACCT-BALANCE2 PIC S9(04)V9(02) .
05 :XX:-STATE-TAX-STATUS-DUTY-STA PIC 9(01) .
05 :XX:-STATE-TAX-NO-EXEMPTIONS PIC X(03) .
05 :XX:-STATE-TAX-PERS-EXEMPTIONS PIC 9(01) .
05 :XX:-STATE-TAX-PRIVATE-CODE PIC 9(01) .
05 :XX:-DATE-CHG-IN-TENURE .
10 :XX:-DATE-CHG-TENURE-CN PIC 9(02) .
10 :XX:-DATE-CHG-TENURE-YR PIC 9(02) .
10 :XX:-DATE-CHG-TENURE-MO PIC 9(02) .
10 :XX:-DATE-CHG-TENURE-DA PIC 9(02) .
05 :XX:-WORK-PHONE .
10 :XX:-WORK-PHONE-AREA-CODE PIC X(03) .
10 :XX:-WORK-PHONE-EXCH PIC 9(03) .
10 :XX:-WORK-PHONE-NUMBER PIC 9(04) .
05 :XX:-OFFICIAL-TITLE-CODE PIC X(04) .
05 :XX:-OFFICIAL-TITLE-SUFFIX PIC X(01) .
05 :XX:-OFFICIAL-TITLE-PREFIX PIC X(01) .
05 :XX:-STAFFING-PERCENT PIC V9(02) .
05 :XX:-SUPVY-PERCENT PIC V9(02) .
05 :XX:-INT-HRS-WKD-LV-RET-RIF PIC S9(04)V9(02) .
05 :XX:-CASE-FILE-NUMBER PIC X(11) .
05 :XX:-LWOP-AWOP-EXCESS-1040 PIC 9(04)V9(02) .
05 :XX:-LI-COVERAGE-AMOUNT1 PIC 9(04) .

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05 :XX:-LI-PLAN-CODE1 PIC X(02) .
05 :XX:-LI-OPTION-1-FACTOR PIC X(04) .
05 :XX:-LI-OPTION-2-FACTOR PIC X(04) .
05 :XX:-LI-OPTION-3-FACTOR PIC X(04) .
05 :XX:-LI-OPTION-1-FACTOR1 PIC X(04) .
05 :XX:-LI-OPTION-2-FACTOR1 PIC X(04) .
05 :XX:-LI-OPTION-3-FACTOR1 PIC X(04) .
05 :XX:-MAKE-119 PIC X(01) .
05 :XX:-DATE-SCD-FEHB-TEMP .
10 :XX:-DATE-SCD-FEHB-TEMP-CN PIC 9(02) .
10 :XX:-DATE-SCD-FEHB-TEMP-YR PIC 9(02) .
10 :XX:-DATE-SCD-FEHB-TEMP-MO PIC 9(02) .
10 :XX:-DATE-SCD-FEHB-TEMP-DA PIC 9(02) .
05 :XX:-MAKE-121 PIC X(01) .
05 :XX:-MAKE-122 PIC X(01) .
05 :XX:-DATE-LONGEVITY .
10 :XX:-DATE-LONGEVITY-CN PIC 9(02) .
10 :XX:-DATE-LONGEVITY-YR PIC 9(02) .
10 :XX:-DATE-LONGEVITY-MO PIC 9(02) .
10 :XX:-DATE-LONGEVITY-DA PIC 9(02) .
05 :XX:-DATE-LONGEVITY-PREV .
10 :XX:-DATE-LONGEVITY-PREV-CN PIC 9(02) .
10 :XX:-DATE-LONGEVITY-PREV-YR PIC 9(02) .
10 :XX:-DATE-LONGEVITY-PREV-MO PIC 9(02) .
10 :XX:-DATE-LONGEVITY-PREV-DA PIC 9(02) .
05 :XX:-LONGEVITY-PERCENT PIC V9(02) .
05 :XX:-DATE-EOD-FOREIGN-SERVICE .
10 :XX:-DATE-EOD-FOREIGN-SERV-CN PIC 9(02) .
10 :XX:-DATE-EOD-FOREIGN-SERV-YR PIC 9(02) .
10 :XX:-DATE-EOD-FOREIGN-SERV-MO PIC 9(02) .
10 :XX:-DATE-EOD-FOREIGN-SERV-DA PIC 9(02) .
05 :XX:-FROZN-FOREIGN-SERV-TIME .
10 :XX:-FROZN-FOREIGN-SERV-TIME-CN PIC 9(02) .
10 :XX:-FROZN-FOREIGN-SERV-TIME-YR PIC 9(02) .
10 :XX:-FROZN-FOREIGN-SERV-TIME-MO PIC 9(02) .
05 :XX:-GEOGRAPHIC-ADJ-RATE PIC 9(06)V9(02) .
05 :XX:-SCHEDULED-SALARY PIC 9(06)V9(02) .
05 :XX:-FILLER PIC X(0001) .
05 :XX:-GEOGRAPHIC-ADJ-PERCENT PIC V9(04) .
05 :XX:-BASE-PAY-YTD PIC S9(06)V9(02) .
05 :XX:-CASH-AWARD-ACCT-STA-CHG PIC 9(04) .
05 :XX:-CASH-AWARD-NAME PIC X(38) .
05 :XX:-COMP-LV-EARNED-PP PIC 9(02) .
05 :XX:-DATE-LUMP-SUM-LV-PAID .
10 :XX:-DATE-LUMP-SUM-LV-PD-CN PIC 9(02) .
10 :XX:-DATE-LUMP-SUM-LV-PD-YR PIC 9(02) .
10 :XX:-DATE-LUMP-SUM-LV-PD-MO PIC 9(02) .
10 :XX:-DATE-LUMP-SUM-LV-PD-DA PIC 9(02) .
05 :XX:-LAST-ACTION-PP-NO PIC 9(02) .
05 :XX:-POS-ACTIVE-INACTIVE PIC X(01) .
05 :XX:-POSITION-TARGET-GRADE PIC 9(02) .
05 :XX:-TYPE-OF-ACTION PIC X(01) .

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05 :XX:-APPNT-AUTHORITY PIC X(20).
05 :XX:-REC-ACCT-TYPE-CODE1 PIC 9(2).
05 :XX:-REC-ACCT-TYPE-CODE2 PIC 9(02).
05 :XX:-UNION-PERCENT-DED1 PIC V9(05).
05 :XX:-UNION-PERCENT-DED2 PIC V9(05).
05 :XX:-COMP-LV-TOTAL-CURRENT-BAL PIC S9(04)V9(02).
05 :XX:-DATE-CONV-TO-CAREER-TENURE.
10 :XX:-DATE-CONV-CAREER-TENURE-CN PIC 9(02).
10 :XX:-DATE-CONV-CAREER-TENURE-YR PIC 9(02).
10 :XX:-DATE-CONV-CAREER-TENURE-MO PIC 9(02).
10 :XX:-DATE-CONV-CAREER-TENURE-DA PIC 9(02).
05 :XX:-AWARDS-CASE-NUMBER PIC X(08).
05 :XX:-STAFFING-DIFF-RATE PIC 9(06)V9(02).
05 :XX:-SUPVY-DIFF-RATE PIC 9(06)V9(02).
05 :XX:-LEO-IND PIC X(01).
05 :XX:-POSITION-SENSITIVITY-CODE PIC X(02).
05 :XX:-RETENTION-PERCENT PIC V9(02).
05 :XX:-CUM-RETIRE-DEDUCTS-CONV PIC S9(05)V9(02).
05 :XX:-CMSA-CODE PIC X(02).
05 :XX:-PMSA-CODE PIC X(04).
05 :XX:-DATE-SERV-AGREE-EXPIR.
10 :XX:-DATE-SERV-AGREE-EXPIR-CN PIC 9(02).
10 :XX:-DATE-SERV-AGREE-EXPIR-YR PIC 9(02).
10 :XX:-DATE-SERV-AGREE-EXPIR-MO PIC 9(02).
10 :XX:-DATE-SERV-AGREE-EXPIR-DA PIC 9(02).
05 :XX:-ANNUAL-LEAVE-ACCRUALS-YTD PIC S9(04).
05 :XX:-APPNT-LIMIT-DOLR-TOTAL PIC 9(05)V9(02).
05 :XX:-APPNT-LIMIT-DOLR-BALANCE PIC S9(05)V9(02).
05 :XX:-REV-LMT-DOLLAR PIC S9(05)V9(02).
05 :XX:-INT-ELAPSE-CAL-DAYS-CAR-TN PIC 9(4).
05 :XX:-PER-ACTION-1 PIC X(01).
05 :XX:-PER-ACTION-2 PIC X(01).
05 :XX:-PER-ACTION-3 PIC X(01).
05 :XX:-MULTI-ELEMENT-CHG-IND PIC X(01).
05 :XX:-DATE-6C-RET-CN PIC 9(02).
05 :XX:-DATE-6C-RET-YR PIC 9(02).
05 :XX:-DATE-6C-RET-MO PIC 9(02).
05 :XX:-DATE-6C-RET-DA PIC 9(02).
05 :XX:-INSTRUCTIONAL-PROGRAM PIC 9(06).
05 :XX:-FED-TAX-EXTRA-DEDUCTIONS PIC S9(04)V9(02).
05 :XX:-PAY-TABLE-CODE PIC X(06).
05 :XX:-LOCALITY-TABLE-CODE PIC X(06).
05 :XX:-MAIL-ROOM-CODE PIC X(06).
05 :XX:-PHYSICAL-LOCATION PIC X(06).
05 :XX:-LT-063-USER-ID PIC X(08).
05 :XX:-DOCUMENT-DESC-CODE PIC X(12).
05 :XX:-DATE-DOCUMENT-EFF-CN PIC 9(02).
05 :XX:-DATE-DOCUMENT-EFF-YR PIC 9(02).
05 :XX:-DATE-DOCUMENT-EFF-MO PIC 9(02).
05 :XX:-DATE-DOCUMENT-EFF-DA PIC 9(02).
05 :XX:-LT-DOC-PP PIC 9(02).
05 :XX:-LT-DOC-CN PIC 9(02).

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05 :XX:-LT-DOC-YR PIC 9(02).
05 :XX:-LT-DOC-BATCH PIC 9(04).
05 :XX:-LT-DOC-USER-ID PIC X(08).
05 :XX:-NFC-ASD-DATE1-CN PIC 9(02).
05 :XX:-NFC-ASD-DATE1-YR PIC 9(02).
05 :XX:-NFC-ASD-DATE1-MO PIC 9(02).
05 :XX:-NFC-ASD-DATE1-DA PIC 9(02).
05 :XX:-MAKE-SES-125 PIC X(01).
05 :XX:-DATE-SES-RECERT-CN PIC 9(02).
05 :XX:-DATE-SES-RECERT-YR PIC 9(02).
05 :XX:-DATE-SES-RECERT-MO PIC 9(02).
05 :XX:-DATE-SES-RECERT-DA PIC 9(02).
05 :XX:-COPR-STATUS PIC X(01).
05 :XX:-PP18-ANNUAL-LEAVE-CEILING PIC S9(04)V9(02).
05 :XX:-PP18-ANNUAL-LEAVE-PROJ-HRS PIC S9(04)V9(02).
05 :XX:-PP18-ANNUAL-LEAVE-USE-LOSE PIC S9(04)V9(02).
05 :XX:-DATE-ENTERED-POI-CN PIC 9(02).
05 :XX:-DATE-ENTERED-POI-YR PIC 9(02).
05 :XX:-DATE-ENTERED-POI-MO PIC 9(02).
05 :XX:-DATE-ENTERED-POI-DA PIC 9(02).
05 :XX:-SEPARATION-ACCESSION-TYPE PIC 9(01).
05 :XX:-TSP-EMP-DIST-RATE-1 PIC 9(03)V9(02).
05 :XX:-PMSO-IP-AGENCY-USE PIC X(12).
05 :XX:-FILLER-16 PIC X(16).
05 :XX:-USA-DATE-LEAVE-FROZEN.
10 :XX:-USA-DATE-LEAVE-FROZEN-CN PIC 9(02).
10 :XX:-USA-DATE-LEAVE-FROZEN-YR PIC 9(02).
10 :XX:-USA-DATE-LEAVE-FROZEN-MO PIC 9(02).
10 :XX:-USA-DATE-LEAVE-FROZEN-DA PIC 9(02).
05 :XX:-USA-FROZEN-ANN-LEAVE-BAL PIC S9(04)V9(02).
05 :XX:-USA-FROZEN-LEAVE-RATE PIC S9(06)V9(02).
05 :XX:-USA-FROZEN-SICK-LEAVE-BAL PIC S9(04)V9(02).
05 :XX:-PERF-EVAL-RATING-4TH PIC X(02).
05 :XX:-DATE-PER-EVAL-ANNIV-4TH.
10 :XX:-DATE-PER-EVAL-ANNIV-4TH-CN PIC 9(02).
10 :XX:-DATE-PER-EVAL-ANNIV-4TH-YR PIC 9(02).
10 :XX:-DATE-PER-EVAL-ANNIV-4TH-MO PIC 9(02).
10 :XX:-DATE-PER-EVAL-ANNIV-4TH-DA PIC 9(02).
05 :XX:-PERF-EVAL-PAY-PERIOD-4TH PIC 9(02).
05 :XX:-PERF-EVAL-CENTURY-4TH PIC 9(02).
05 :XX:-PERF-EVAL-YEAR-4TH PIC 9(02).
05 :XX:-PER-ACTION-4 PIC X(01).
05 :XX:-CHECK-BANK-ACCT-EFT PIC X(17).
05 :XX:-CHECK-BANK-RTE-NO PIC 9(09).
05 :XX:-CHECK-BANK-TYPE-ACCT PIC X(01).
05 :XX:-WGI-DUE-CODED-PP PIC 9(02).
05 :XX:-WGI-DUE-CODED-YR PIC 9(02).
05 :XX:-LI-COVERAGE-CODE PIC X(02).
05 :XX:-LI-COVERAGE-CODE1 PIC X(02).
05 :XX:-LI-COVERAGE-CODE2 PIC X(02).
05 :XX:-LI-COVERAGE-CODE3 PIC X(02).
05 :XX:-LI-PLAN-CODE2 PIC X(02).

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05 :XX:-LI-PLAN-CODE3 PIC X(02).
05 :XX:-TS-DATE-FED-DEDUCTS-BEG2.
    10 :XX:-TS-DATE-FED-DEDUCTS-BEG2-CN PIC 9(02).
    10 :XX:-TS-DATE-FED-DEDUCTS-BEG2-YR PIC 9(02).
    10 :XX:-TS-DATE-FED-DEDUCTS-BEG2-MO PIC 9(02).
    10 :XX:-TS-DATE-FED-DEDUCTS-BEG2-DA PIC 9(02).
05 :XX:-TS-DATE-NF-DEDUCTS-BEG2.
    10 :XX:-TS-DATE-NF-DEDUCTS-BEG2-CN PIC 9(02).
    10 :XX:-TS-DATE-NF-DEDUCTS-BEG2-YR PIC 9(02).
    10 :XX:-TS-DATE-NF-DEDUCTS-BEG2-MO PIC 9(02).
    10 :XX:-TS-DATE-NF-DEDUCTS-BEG2-DA PIC 9(02).
05 :XX:-TS-DEDUCTION-TYPE-FED2 PIC 9(01).
05 :XX:-TS-DEDUCTION-TYPE-NF1 PIC 9(01).
05 :XX:-TS-DEDUCTION-TYPE-NF2 PIC 9(01).
05 :XX:-LI-OPTION-1-FACTOR2 PIC X(04).
05 :XX:-LI-OPTION-2-FACTOR2 PIC X(04).
05 :XX:-LI-OPTION-3-FACTOR2 PIC X(04).
05 :XX:-LI-OPTION-1-FACTOR3 PIC X(04).
05 :XX:-LI-OPTION-2-FACTOR3 PIC X(04).
05 :XX:-LI-OPTION-3-FACTOR3 PIC X(04).
05 :XX:-LI-BENEFIT-TYPE2 PIC 9(01).
05 :XX:-LI-BENEFIT-TYPE3 PIC 9(01).
05 :XX:-LI-AGE-BRACKET-CODE2 PIC X(01).
05 :XX:-LI-AGE-BRACKET-CODE3 PIC X(01).
05 :XX:-LI-COVERAGE-AMOUNT2 PIC 9(04).
05 :XX:-LI-COVERAGE-AMOUNT3 PIC 9(04).
05 :XX:-TS-PLAN-CODE-FED2 PIC X(02).
05 :XX:-TS-PLAN-CODE-NF2 PIC X(02).
05 :XX:-TS-DEDUCT-FACT-DEF-FED2 PIC 9(4)V9(04).
05 :XX:-TS-DEDUCT-FACT-NON-DEF-FED2 PIC 9(4)V9(04).
05 :XX:-TS-DEDUCT-FACT-DEF-NF2 PIC 9(4)V9(04).
05 :XX:-TS-DEDUCT-FACT-NON-DEF-NF2 PIC 9(4)V9(04).
05 :XX:-TS-DATE-EFF-FED2.
    10 :XX:-TS-DATE-EFF-CN-FED2 PIC 9(02).
    10 :XX:-TS-DATE-EFF-YR-FED2 PIC 9(02).
    10 :XX:-TS-DATE-EFF-MO-FED2 PIC 9(02).
    10 :XX:-TS-DATE-EFF-DA-FED2 PIC 9(02).
05 :XX:-FIN-DIS-REQ PIC X(01).
05 :XX:-ERI-CODE.
    10 :XX:-ERI-HISPANIC PIC 9(01).
    10 :XX:-ERI-NATIVE-AMER PIC 9(01).
    10 :XX:-ERI-ASIAN PIC 9(01).
    10 :XX:-ERI-AFRICAN-AMER PIC 9(01).
    10 :XX:-ERI-HAWAIIAN-PAC-ISLAND PIC 9(01).
    10 :XX:-ERI-WHITE PIC 9(01).
05 :XX:-TS-FED3.
    10 :XX:-TS-PLAN-CODE-FED3 PIC X(02).
    10 :XX:-TS-DEDUCT-FACT-DEF-FED3 PIC 9(04)V9(04).
    10 :XX:-TS-DEDUCT-FACT-NON-DEF-FED3 PIC 9(04)V9(04).
    10 :XX:-TS-DATE-EFF-FED3.
        15 :XX:-TS-DATE-EFF-CN-FED3 PIC 9(02).
        15 :XX:-TS-DATE-EFF-YR-FED3 PIC 9(02).

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15 :XX:-TS-DATE-EFF-MO-FED3      PIC 9(02).
15 :XX:-TS-DATE-EFF-DA-FED3      PIC 9(02).
10 :XX:-TS-DATE-FED-DEDUCTS-BEG3.
    15 :XX:-TS-DATE-FED-DEDUCTS-BEG3-CN PIC 9(02).
    15 :XX:-TS-DATE-FED-DEDUCTS-BEG3-YR PIC 9(02).
    15 :XX:-TS-DATE-FED-DEDUCTS-BEG3-MO PIC 9(02).
    15 :XX:-TS-DATE-FED-DEDUCTS-BEG3-DA PIC 9(02).
10 :XX:-TS-DEDUCTION-TYPE-FED3    PIC 9(01).
05 :XX:-TS-FED4.
10 :XX:-TS-PLAN-CODE-FED4 PIC X(02).
10 :XX:-TS-DEDUCT-FACT-DEF-FED4    PIC 9(04)V9(04).
10 :XX:-TS-DEDUCT-FACT-NON-DEF-FED4 PIC 9(04)V9(04).
10 :XX:-TS-DATE-EFF-FED4.
    15 :XX:-TS-DATE-EFF-CN-FED4      PIC 9(02).
    15 :XX:-TS-DATE-EFF-YR-FED4      PIC 9(02).
    15 :XX:-TS-DATE-EFF-MO-FED4      PIC 9(02).
    15 :XX:-TS-DATE-EFF-DA-FED4      PIC 9(02).
10 :XX:-TS-DATE-FED-DEDUCTS-BEG4.
    15 :XX:-TS-DATE-FED-DEDUCTS-BEG4-CN PIC 9(02).
    15 :XX:-TS-DATE-FED-DEDUCTS-BEG4-YR PIC 9(02).
    15 :XX:-TS-DATE-FED-DEDUCTS-BEG4-MO PIC 9(02).
    15 :XX:-TS-DATE-FED-DEDUCTS-BEG4-DA PIC 9(02).
10 :XX:-TS-DEDUCTION-TYPE-FED4    PIC 9(01).
05 :XX:-TS-NF3.
10 :XX:-TS-PLAN-CODE-NF3 PIC X(02).
10 :XX:-TS-DEDUCT-FACT-DEF-NF3    PIC 9(04)V9(04).
10 :XX:-TS-DEDUCT-FACT-NON-DEF-NF3 PIC 9(04)V9(04).
10 :XX:-TS-DATE-EFF-NF3.
    15 :XX:-TS-DATE-EFF-CN-NF3      PIC 9(02).
    15 :XX:-TS-DATE-EFF-YR-NF3      PIC 9(02).
    15 :XX:-TS-DATE-EFF-MO-NF3      PIC 9(02).
    15 :XX:-TS-DATE-EFF-DA-NF3      PIC 9(02).
10 :XX:-TS-DATE-NF-DEDUCTS-BEG3.
    15 :XX:-TS-DATE-NF-DEDUCTS-BEG3-CN PIC 9(02).
    15 :XX:-TS-DATE-NF-DEDUCTS-BEG3-YR PIC 9(02).
    15 :XX:-TS-DATE-NF-DEDUCTS-BEG3-MO PIC 9(02).
    15 :XX:-TS-DATE-NF-DEDUCTS-BEG3-DA PIC 9(02).
10 :XX:-TS-DEDUCTION-TYPE-NF3    PIC 9(01).
05 :XX:-TS-NF4.
10 :XX:-TS-PLAN-CODE-NF4 PIC X(02).
10 :XX:-TS-DEDUCT-FACT-DEF-NF4    PIC 9(4)V9(4).
10 :XX:-TS-DEDUCT-FACT-NON-DEF-NF4 PIC 9(4)V9(4).
10 :XX:-TS-DATE-EFF-NF4.
    15 :XX:-TS-DATE-EFF-CN-NF4      PIC 9(02).
    15 :XX:-TS-DATE-EFF-YR-NF4      PIC 9(02).
    15 :XX:-TS-DATE-EFF-MO-NF4      PIC 9(02).
    15 :XX:-TS-DATE-EFF-DA-NF4      PIC 9(02).
10 :XX:-TS-DATE-NF-DEDUCTS-BEG4.
    15 :XX:-TS-DATE-NF-DEDUCTS-BEG4-CN PIC 9(02).
    15 :XX:-TS-DATE-NF-DEDUCTS-BEG4-YR PIC 9(02).
    15 :XX:-TS-DATE-NF-DEDUCTS-BEG4-MO PIC 9(02).
    15 :XX:-TS-DATE-NF-DEDUCTS-BEG4-DA PIC 9(02).

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10 :XX:-TS-DEDUCTION-TYPE-NF4 PIC 9(01) .
05 :XX:-RT-PLAN-CODE PIC X(02) .
05 :XX:-WK-EMAIL-ADDRESS PIC X(60) .
05 :XX:-CYBER-SECURITY-CODE PIC X(2) .
05 :XX:-TELEWORK-ELIG-IND-SAL PIC X(2) .
05 :XX:-TELEWORK-ELIG-IND-PMSO PIC X(2) .
05 :XX:-HB-DEDUCTION-AMOUNT-NEW PIC S9(4)V9(2) .
05 :XX:-HB-CONTRIBUTION-AMOUNT-NEW PIC S9(4)V9(2) .
05 :XX:-BPA-OT-SUPPLEMENT-PERCENT PIC 9(3) .
05 :XX:-BPA-SUP-PROJ-ANNUAL-AMOUNT PIC 9(5)V9(2) .
05 :XX:-BPA-COMP-TIME-HRS-BAL PIC S9(4)V9(2) .
05 :XX:-BPA-COMP-TIME-EARNED-YTD PIC S9(4)V9(2) .
05 :XX:-BPA-OBLIGATED-DEBT-HRS PIC S9(6)V9(2) .
05 :XX:-BPA-CONTINUITY-DATE .
10 :XX:-BPA-CONTINUITY-CN PIC 9(2) .
10 :XX:-BPA-CONTINUITY-YR PIC 9(2) .
10 :XX:-BPA-CONTINUITY-MO PIC 9(2) .
10 :XX:-BPA-CONTINUITY-DA PIC 9(2) .
05 :XX:-LV-USED-RELIG-OBSER-YTD PIC S9(3)V9(2) .
05 :XX:-COMP-LV-BAL-REL-OBSER PIC S9(4)V9(2) .
05 :XX:-COMP-TRAVEL-BAL PIC S9(4)V9(2) .
05 :XX:-DISABLED-VETS-LV-START-DATE .
10 :XX:-DISABLED-VETS-LV-START-CN PIC 9(2) .
10 :XX:-DISABLED-VETS-LV-START-YR PIC 9(2) .
10 :XX:-DISABLED-VETS-LV-START-MO PIC 9(2) .
10 :XX:-DISABLED-VETS-LV-START-DA PIC 9(2) .
05 :XX:-DISABLED-VETS-LEAVE-BAL PIC S9(3)V9(2) .
05 :XX:-FILE-DATE .
10 :XX:-FILE-DATE-MM PIC 9(02) .
10 :XX:-FILE-DATE-DD PIC 9(02) .
10 :XX:-FILE-DATE-YR PIC 9(04) .
05 :XX:-REVISED-CYBER-SECURITY-CD PIC 9(9) .
05 :XX:-SECURITY-CLEARANCE PIC X(1) .
05 :XX:-W-4-FLAG PIC X(1) .
05 :XX:-TOT-AMT-CLM-DEPENDENTS PIC S9(6)V9(2) .
05 :XX:-PPL-LV-BIRTH-START-PP PIC 9(2) .
05 :XX:-PPL-LV-BIRTH-START-YR PIC 9(2) .
05 :XX:-PPL-BIRTH-LEAVE-BAL PIC S9(4)V9(2) .
05 :XX:-PPL-LV-ADOPT-START-PP PIC 9(2) .
05 :XX:-PPL-LV-ADOPT-START-YR PIC 9(2) .
05 :XX:-PPL-ADOPT-LEAVE-BAL PIC S9(4)V9(2) .
05 :XX:-PPL-LV-FOSTER-START-PP PIC 9(2) .
05 :XX:-PPL-LV-FOSTER-START-YR PIC 9(2) .
05 :XX:-PPL-FOSTER-LEAVE-BAL PIC S9(4)V9(2) .
05 :XX:-TRAILER-FILLER

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