HR Info Table Elements

Field	Name	Description
TEMPORARY_ID	Temporary Employee Number	Number which identifies an Employee. This is a unique number created just for this report and is not an extract from the database.
RECORD_NBR	Employment Record Number	Number which identifies an employee record number. Assigned number used to differentiate concurrent active appointments for an employee (used in association with the employee ID).
EMPLOYEE_NAME	Employee Name	Name of the Employee.
AGENCY_NBR	Employment Agency Number	Number which identifies an Agency associated with the SEMA4 Department ID. An agency is an employing organization within state government.
AGENCY_NAME	Employment Agency Name	Name of the state agency.
DEPARTMENT_NBR	Department Number	Number which identifies a further breakdown of the agency.
DEPARTMENT_NAME	Department Name	Name (30-character) of a department.
BRANCH_CODE	Department Branch Code	Code which represents the branch of government with which a department is affiliated.
BRANCH_NAME	Department Branch Name	Name of the branch of government with which a department is affiliated.
JOB_CODE	Job Code	Code which represents a state job classification related to a particular position.
JOB_TITLE	Job Description	Description (30-character) of the job code.
LOCATION_NBR	Location Code	Code which represents an agency's location address. The location code corresponds to an address on the Location table.
LOCATION_POSTAL_CODE	Zip Code	Code which represents the U.S. Postal Service zip code designation for a state office.
REG_TEMP_CODE	Regular/Temporary Code	Code (one-digit) which represents the appointment status (i.e. shows how the employee is appointed: unlimited, limited, temporary, etc.).
REG_TEMP_DESC	Regular/Temporary Description	Description of the Regular/Temporary (appointment status) code.
CLASSIFIED_CODE	Employee Classification Code	Code which represents the classification status of position (i.e. classified, unclassified, non status).
CLASSIFIED_DESC	Employee Classification Description	Description of employee classification.
ORIGINAL_HIRE_DATE	Original Hire Date	Date employee originally started work with the state. This date would theoretically never be changed.
LAST_HIRE_DATE	State Last Hire Date	Date of the employee's most recent return to the state following a period in which the employee did not work for the state.
JOB_ENTRY_DATE	Job Entry Date	Date that the employee entered the job class (job code).
FULL_PART_TIME_CODE	Full/Part Time Code	Code which represents a position; whether it is full time, part time, or intermittent.
FULL_PART_TIME_DESC	Full/Part Time Description	Description of the FULL_PART_TM_CD: Full time, part time, or intermittent.
SALARY_PLAN_GRID	Salary Admin Plan Number	Number which identifies a salary Admin Plan (grid) which is a matrix of hourly, monthly, and annual rates of pay, usually unique to a group of classes, such as those contained in a bargaining unit.
SALARY_GRADE_RANGE	Salary Grade Number	Number which identifies the salary Grade (range) for a job on the Salary Admin Plan.
MAX_SALARY_STEP	Max Salary Step Number	Number which identifies the highest step at which an appointment can be made to a job code.
COMPENSATION_RATE	Compensation Rate	Rate at which an employee is paid. This rate reflects the most current rate the employee was paid either on or before June 30, 2016.
COMP_FREQUENCY_CODE	Compensation Frequency Code	Code which represents the frequency (i.e. weekly, bi-weekly) that an employee is paid.
COMP_FREQUENCY_DESC	Compensation Frequency Description	Description of the compensation frequency.
POSITION_FTE	Position Full-Time Equivalency Percent	Rate of percentage of full-time that employees are intended to normally work in their jobs. FTE =(full-time equivalency). Does not represent actual hours worked.
BARGAINING_UNIT_NBR	Bargaining Unit Number	Number which identifies an Employee's bargaining unit. A bargaining unit is a group of employees in similar occupational categories.
BARGAINING_UNIT_NAME	Bargaining Unit Name	Name of the bargaining unit.
ACTIVE_ON_30JUNE16	Active on June 30, 2016	Based on Employee's working status code as of June 30, 2016. Yes=Active or Paid Leave. No=Deceased, Retired, Terminated, Layoff, Seasonal Layoff, or Leave of Absence.

Earnings Table Elements

Column	Name	Description
TEMPORARY_ID	Temporary Employee Number	Number which identifies an Employee. This is a unique number created just for this report and is not an extract from the database.
EMPLOYEE_ID	Employee Number	Number which identifies an Employee. A unique SEMA4-assigned number used to identify an employee throughout his or her state career. This number is not displayed for employees with appointments in the Judicial Branch.
REGULAR_WAGES	Regular Wages	Total amount expended to the individual for regular work, vacation, sick, holiday etc. for full time, part time, seasonal and other service in all pay periods ending June 30, 2015 to June 14, 2016. This amount does not represent what would appear on their W2 as various types of earnings are taxable and others are not. In addition, the figure does not necessarily reflect the employee's current or annualized salary and may include retroactive earnings for the prior fiscal year.
OVERTIME_WAGES	Overtime Wages	Total amount for overtime, call back/call in, overload, etc..
OTHER_WAGES	Other Wages	Total amount for differentials (including shift, equipment, bridge/intermittent foreman, corrections trade, delivery van driver), on call, etc. as well as total amount for separation expenses (including severance pay, vacation liquidation, retirement incentive). This also includes any additional compensation for items above base salary such as achievement awards, vacation time conversion to deferred compensation, holiday payoff, grievance settlement, etc.. Compensation similiar to business expenses, such as relocation expenses, clothing/uniform allowance, communication allowance, etc., are no longer included.
TOTAL_WAGES	Total Wages	The sum total of the Regular, Overtime, and Other Wages columns.