

HR Main DataMart Data Dictionary

LN NO	DATA ELEMENT	DEFINITION	COLLEAGUE SOURCE			VAL CODE/CODE FILES	SAMPLE VALUE
			FORM	FILE	DATA ELEMENT		
1.	Acad Dgr	Employee's degree code for the related academic credential	IASU	ACAD.CREDENTIALS	ACAD.DEGREE	OTHER.DEGREES	Degrees
2.	Acad Dgr Dt	Date on which the degree was conferred	IASU	ACAD.CREDENTIALS	ACAD.DEGREE.DATE		Any date
3.	Acad Dgr Title	Employee's degree title for the related academic credential	IASU	OTHER.DEGREES	ODEG.DESC		Degrees
4.	Acad Inst	Each institution this employee has attended	IASU	CORP	CORP.SORT.NAME		Institutions
5.	Acad Maj	Employee's degree major that relates to the academic credential	IASU	ACAD.CREDENTIALS	ACAD.MAJORS	OTHER.MAJORS	Majors
6.	Acad Maj Title	Employee's degree major title for the related academic credential	IASU	OTHER.MAJORS	OMAJ.DESC		Majors
7.	Addr City	Employee's city address (preferred)	ADR; ADSU; NAE	P.PREFAD	P.PREFAD.CITY		Any city name
8.	Addr Cntry	Employee's country code (preferred)	ADR; ADSU; NAE	P.PREFAD	P.PREFAD.COUNTRY	COUNTRIES	Countries
9.	Addr Cntry Name	Employee's country code description (preferred)	ADR; ADSU; NAE	COUNTRIES	CTRY.DESC		Countries
10.	Addr State	Employee's state code (preferred)	ADR; ADSU; NAE	P.PREFAD	P.PREFAD.STATE	STATES	States
11.	Addr Street	Employee's street address (preferred)	ADR; ADSU; NAE	P.PREFAD	P.PREFAD.ADDRESS.LINES		Any freeform text
12.	Addr Zip	Employee's zip code (preferred)	ADR; ADSU; NAE	P.PREFAD	P.PREFAD.ZIP		ZIP Codes
13.	Bene Code	ID of the benefit/deduction the employee is enrolled in	BNDS; PACC; CSTS; PPRV	PERBEN	PERBEN.BD.ID		Benefit Codes
14.	Bene Empl Cost	Amount the employee contributes toward the cost of this benefit/deduction	PACC	PERBENCS	PBC.EMPLYE.PR.D.COST		Any monetary value
15.	Bene Empl Ins	Amount of coverage the employee is purchasing	BNDS	PERBENCS	PBC.EMPLYE.INSURE.AMT		Any monetary value

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16.	Bene Empr Cost	Amount contributed toward the monthly premium by the employer	PACC	PERBENCS	PBC.EMPLYR.PRD.COST		Any monetary value
17.	Bene Empr Ins	Employer's amount of insurance paid for the employee	BNDS	PERBENCS	PBC.EMPLYR.INSURE.AMT		Any monetary value
18.	Bene End Dt	Date when this employee's benefit/deduction should end	PACC; CSTS; PPRV	PERBENCS	PBC.END.DATE		Any date
19.	Bene Inst Desc	Description for the benefit or deduction.	BNDS; PACC; CSTS; PPRV	Returned by subroutine		HR.VALCODES; BENDED.TYPES	Benefit Institution Types
20.	Bene Inst Type	Type of benefit as it is classified by the institution. This is used to group common types of benefits for reporting, such as medical plans, retirement plans, etc.	BCIS	BENDED	BD.INSTITUTION.TYPE	HR.VALCODES; BENDED.TYPES	Benefit Institution Types
21.	Bene Stry	Employee's annual salary in reference to this type of benefit		X.C52.PERBENCS	XPBC.SALARY		Any monetary value
22.	Bene Start Dt	Date on which benefit/deduction enrollment begins	PACC; CSTS; PPRV	BENDED	BD.START.DATE		Any date
23.	Curr Pos Ann Amt	Employee's current position's annualized salary	POSS; WAGS	PERPOSWG	PPWG.ANNUALIZED.AMT		Any monetary value
24.	Curr Pos Appt Dt	Date the employee was hired or appointed to his current position	POSS; PPOS	PERPOS	PERPOS.APPOINTMENT.DATE		Any date
25.	Curr Pos Appt Rsn	Reason the employee was appointed to his current position	POSS; PPOS	PERPOS	PERPOS.APPOINTMENT.REASON		Appointment Reasons
26.	Curr Pos Appt Rsn Desc	Reason description the employee was appointed to his current position	POSS; PPOS	Returned by subroutine		HR.VALCODES; APPOINTMENT.REASONS	Appointment Reasons
27.	Curr Pos Base ET	Code indicating which earnings type is used during payroll processing for paying wages/salary to the employee for his current position	TCDE; PPGS; WAGS	PERPOSWG	PPWG.BASE.ET	EARNTYPE	Earnings Types
28.	Curr Pos Base ET Desc	Description of earnings type for the employee's current position	EARN	EARNTYPE	ETP.DESC		Earnings Types
29.	Curr Pos Clss	Current position classification	POSD	POSITION	POS.CLASS	HR.VALCODES; CLASSIFICATIONS	Position Classes

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30.	Curr Pos Clss Desc	Description of current position classification	POSD	Returned by subroutine		HR.VALCODES; CLASSIFICATIONS	Position Classes
31.	Curr Pos Code	Position code of the employee's current position	POSS; WAGS	PERPOS	PERPOS.POSITION.ID	POSITION	Positions
32.	Curr Pos Dept	Department which the current position is part of	POSD	POSITION	POS.DEPT	DEPTS	Departments
33.	Curr Pos Dept Name	Name of department which the current position is part of	POSD	DEPTS	DEPT.DESC		Departments
34.	Curr Pos Fndg Src	Funding source for current position pay	PPGS	POSPAY	POSPAY.FNDG.SOURCE	FNDSRC	Funding Sources
35.	Curr Pos Fndg Src Desc	Description of funding source for current position pay	FUND	FNDSRC	FNDSRC.DESC		Funding Sources
36.	Curr Pos FTE	Employee's current workload percentage	WAGS	PERPOSWG	PPWG.WORKLOAD.PCT		Any FTE-value as #.###
37.	Curr Pos GL Desc	General Ledger description for current position	FUND	Returned by subroutine			GL-Accounts
38.	Curr Pos GL No	General Ledger number for the funding source of the current position	PPGS	POSPAY	POSPAY.FNDG.GL.NO	GL.ACCTS	GL-Accounts
39.	Curr Pos Hrly or Slry	Hourly or salary wage indicator for current position	PPRV; WAGS	PERPOSWG	PPWG.PI.HRLY.OR.SLRY		H S
40.	Curr Pos Loc	Current position location	POSD	POSITION	POS.LOCATION	LOCATIONS	Locations
41.	Curr Pos Loc Name	Current position location description	POSD	LOCATIONS	LOC.DESC		Locations
42.	Curr Pos Pay Rt	Base salary for the employee in the current position	PPRV;WAGS	PERPOSWG	PPWG.PAY.RATE		Any monetary value
43.	Curr Pos Payclss Desc	Description of current pay class	PWAG	PAYCLASS	PCLS.DESC		Payclasses
44.	Curr Pos Payclss ID	Code for current pay class	PWAG	PERPOSWG	PPWG.PAYCLASS.ID	PAYCLASS	Payclasses
45.	Curr Pos Paycyc Desc	Current wage pay cycle description	PCYL; PPRI	PAYCYCLE	PCY.DESC		Paycycles

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46.	Curr Pos Paycyc ID	Current wage pay cycle	PCYL; PPRI	PERPOSWG	PPWG.PAYCYCLE.ID	PAYCYCLE	Paycycles
47.	Curr Pos Rank	Current position ranking	POSD	POSITION	POS.RANK	HR.VALCODES; POSITION.RANKS	Position Ranks
48.	Curr Pos Rank Desc	Current position ranking description	POSD	Returned by subroutine		HR.VALCODES; POSITION.RANKS	Position Ranks
49.	Curr Pos Slry Wg Tbl	Current salary table	PWAG	POSPAY	POSPAY.SALARY.WAGE.TABLE	SWTABLES	Salary Wage Tables
50.	Curr Pos Slry Wg Tbl Desc	Current salary table description	PWAG	SWTABLES	SWT.DESC		Salary Wage Tables
51.	Curr Pos Start Dt	Current position start date	POSS	POSITION	POS.START.DATE		Any date
52.	Curr Pos Stat	Current position status	EMPS	Calculated			FT PT
53.	Curr Pos Stat Desc	Current position status description	EMPS	Calculated			Full-Time Part-Time
54.	Curr Pos Step	Current position salary step	PWAG	PERPOSWG	PPWG.STEP		Salary Steps
55.	Curr Pos Title	Current position title	POSS	POSITION	POS.SHORT.TITLE		Positions
56.	Curr Pos Wg Grd	Current position salary grade	PWAG	PERPOSWG	PPWG.GRADE		Salary Grades
57.	Curr Pos Wg Start Dt	Effective start date for the current position's wage	POSS; WAGS	PERPOSWG	PPWG.START.DATE		Any date
58.	Curr Pos Wrk Unit Rt	Current position's work unit rate	PWAG	PERPOSWG	PPWG.WORK.UNIT.RATE		Any monetary value
59.	Depos Acct	Bank account number for employee's deposit	EDDP; PPDA	EMPLOYES	EMP.DEPOSIT.ACCOUNTS		Any bank account number
60.	Depos Codes	Direct deposit bank code	EDDP; PPDA	EMPLOYES	EMP.DEPOSIT.CODES	PR.DEPOSIT.CODES	Deposit Codes
61.	Depos Desc	Bank name used for direct deposit processing	EDDP; PPDA	PR.DEPOSIT.CODES	DDC.DESCRPTION		Deposit Codes
62.	Depos End Dt	Ending date for this direct deposit	EDDP	EMPLOYES	EMP.DEPOSIT.END.DATES		Any date

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63.	Depos Rtnng No	Transit/routing number of the bank associated with the direct deposit	UDDDB	PR.DEPOSIT.CODES	DDC.TRANSIT.NO		Any 9-digit routing number
64.	Depos Start Dt	Date the direct deposit should begin	EDDP	EMPLOYES	EMP.DEPOSIT.START.DATES		Any date
65.	HR Actv Empl	Indicates whether a person is currently employed		Calculated			Y N
66.	HR Affil Yrs	Number of employee's affiliated years with the institution	PSTA; STAS	Returned by subroutine			Any number of years
67.	HR Age	Age of the person as of the current date		Calculated based on DOB			Any number of years
68.	HR Age Sept	Age as of Sept. 1 of current calendar year		Returned by subroutine			Any number of years
69.	HR Anniv Day	Employee's anniversary employment date	DATE	HRPER	HRP.ANNIVERSARY.DAY		Any date
70.	HR Bene Yrs	Number of employee's benefit years with the institution	PSTA; STAS	Returned by subroutine			Any number of years
71.	HR Empl Stat	Employee's status with the institution	POSS; STAS; TERM	PERSTAT	PERSTAT.STATUS	HR.VALCODES; HR.STATUSSES	Statuses
72.	HR Empl Stat Desc	Description of the employee's status with the institution	POSS; STAS; TERM	Returned by subroutine		HR.VALCODES; HR.STATUSSES	Statuses
73.	HR Fmr Srv Yrs	Number of service years with the former employer which transfer to the institution and should be added to the cumulative service years for the employee	PSTA; STAS	Returned by subroutine, or PERSTAT	Returned by subroutine, or PERSTAT.FORMER.SERVICE.YEARS		Any number of years
74.	HR Hire Dt	Employee's official employment date	DATE; EMPS	HRPER	HRP.EFFECT.EMPLOY.DATE		Any date
75.	HR More Than One Pos	Indicate whether an employee currently has more than one active position		Calculated by subroutine based on POSS			Y N
76.	HR No of Curr Pos	Number of currently active positions		Calculated by subroutine based on POSS			Any number
77.	HR Oth Cmps Loc	Code of campus on which the employee's other office is located	OFFI	HRPER	HRP.OTH.CAMPUS.LOCATION	LOCATIONS	Locations
78.	HR Oth Cmps Loc Name	Name of campus on which the employee's other office is located	OFFI	LOCATIONS	LOC.DESC		Locations

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79.	HR Pri Cmps Loc	Code of campus on which the employee's primary office is located	OFFI	HRPER	HRP.PRI.CAMPUS.LOCATION	LOCATIONS	Locations
80.	HR Pri Cmps Loc Name	Name of campus on which the employee's primary office is located	OFFI	LOCATIONS	LOC.DESC		Locations
81.	HR Retire Dt	Employee's official retirement date	DATE; EMPS	HRPER	HRP.EFFECT.RETIRE.DATE		Any date
82.	HR Ro80	Rule of Eighty; sum of current age and service years to determine eligibility for early retirement		Calculated based on age plus service years			Any number of years
83.	HR Srv Yrs	Number of employee's service years with the institution	PSTA; STAS	Returned by subroutine, or PERSTAT.SERVICE.YEARS			Any number of years
84.	HR Term Dt	Employee's official termination date	DATE; EMPS	HRPER	HRP.EFFECT.TERM.DATE		Any date
85.	Lvpl Bal	Net accrued leave time in hours for an employee	LDTS; LEVS	PERLEAVE	PERLV.BALANCE		Any number of hours
86.	Lvpl Desc	Descriptive name for the leave plan	LDTS; LEVS	LEAVPLAN	LPN.DESC		Leaveplans
87.	Lvpl End Dt	Date the leave plan was ended or was canceled for the employee	LEVS	PERLEAVE	PERLV.END.DATE		Any date
88.	Lvpl ID	Leave plan code	LDTS; LEVS	PERLEAVE	PERLV.LPN.ID	LEAVPLAN	Leaveplans
89.	Lvpl Start Dt	Date the leave plan begins accruing hours for the employee	LEVS	PERLEAVE	PERLV.START.DATE		Any date
90.	Lvpl Type	Leave plan category	LEAD	LEAVPLAN	LPN.TYPE		Leave Type
91.	Per Citship	Primary citizenship code	BIO; FINF	PERSON	CITIZENSHIP	COUNTRIES	Countries
92.	Per Citship Desc	Primary citizenship description	FINF	COUNTRIES	CTRY.DESC		Countries
93.	Per Disab	Code for any health conditions that might require special services	DISD; EMER	PERSON	DISABILITIES	DISABILITY	Disabilities
94.	Per Disab Desc	Description for any health conditions that might require special services	DISD; EMER	DISABILITY	HC.DESC		Disabilities
95.	Per DOB	Date of birth	NAE	PERSON	BIRTH.DATE		Any date
96.	Per Email Addr	Employee's e-mail addresses	NAE; ADR	PERSON	PERSON.EMAIL.ADDRESSES	HR.VALCODES; PERSON.EMAIL.TYPES	Any email address

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97.	Per Email Types	Employee's e-mail address type	NAE; ADR	PERSON	PERSON.EMAIL.TYPES		Email Types
98.	Per Ethnic	Employee's archived ethnicity	BIO; NAE	PERSON	ETHNIC	ETHNICS	Ethnics (archived)
99.	Per Ethnic Desc	Description of employee's archived ethnicity	BIO; NAE	ETHNICS	ETH.DESC		Ethnics (archived)
100.	Per Ethnics	Employee's ethnicities	BIO; NAE	PERSON	PER.ETHNICS	CORE.VALCODES; PERSON.ETHNICS	Ethnics
101.	Per Ethnics Desc	Employee's ethnicities' descriptions	BIO; NAE	Returned by subroutine		CORE.VALCODES; PERSON.ETHNICS	Ethnics
102.	Per First Name	Employee's first name	NAE	PERSON	FIRST.NAME		Any first name
103.	Per Gender	Employee's gender	BIO	PERSON	GENDER		M F U
104.	Per Last Name	Employee's last name	NAE	PERSON	LAST.NAME		Any last name
105.	Per LFM	Employee's full name LFM	NAE	PERSON	LAST.NAME FIRST.NAME MIDDLE.NAME		Any name
106.	Per Mar Stat	Employee's marital status	BIO	PERSON	MARITAL.STATUS	HR.VALCODES; MARITAL.STATUSSES	Marital Statuses
107.	Per Middle Name	Employee's middle name	NAE	PERSON	MIDDLE.NAME		Any middle name
108.	Per Phone Ext	Employee's telephone extension	ADR; NAE	PERSON	PHONE.EXTENSION		Any phone extension
109.	Per Phone No	Employee's telephone number	ADR; NAE	PERSON	PHONE.NUMBER		Any phone number
110.	Per Phone Type	Type of telephone (home, business, etc) for this phone number for this person	ADR; NAE	PERSON	PHONE.TYPE	HR.VALCODES; PHONE.TYPES	Phone Types
111.	Per Races	Employee's races	BIO; NAE	PERSON	RACES	CORE.VALCODES; PERSON.RACES	Races
112.	Per Races Desc	Employee's races descriptions	BIO; NAE	Returned by subroutine		CORE.VALCODES; PERSON.RACES	Races
113.	Per SSN	Social Security number (US), or Social Insurance number(Canada)	NAE	PERSON	SSN		Any SSN

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114.	Per Vet Desc	Description of the person's veteran type	MINF	Returned by subroutine		CORE.VALCODES; VETERAN.TYPES	Veteran Types
115.	Per Vet Type	Employee's veteran type code	DADD; MINF	PERSON	VETERAN.TYPE	CORE.VALCODES; VETERAN.TYPES	Veteran Types
116.	PID	Employee ID	NAE	PERPOSWG	PPWG.HRP.ID		Any Person Identification Number
117.	Pos Appt Dt	Date the person was hired or appointed to this position	PPOS	PERPOS	PERPOS.APPOINTMENT.DATE		Any date
118.	Pos Appt Rsn	Reason the employee was appointed to this position	PPOS	PERPOS	PERPOS.APPOINTMENT.REASON	HR.VALCODES; APPOINTMENT.REASONS	Appointment Reasons
119.	Pos Appt Rsn Desc	Reason description the employee was appointed to this position	PPOS	Returned by subroutine		HR.VALCODES; APPOINTMENT.REASONS	Appointment Reasons
120.	Pos Clss	Position classification	POSD	POSITION	POS.CLASS		Position Classes
121.	Pos Clss Desc	Description of position classification	POSD	Returned by subroutine		HR.VALCODES; CLASSIFICATIONS	Position Classes
122.	Pos Code	Position Code the employee is appointed to	POSS; WAGS	PERPOS	PERPOS.POSITION.ID		Positions
123.	Pos Comment	Comments relating to the employee holding this position	PPOS	PERPOS	PERPOS.COMMENT		Any freeform text, such as evaluation scores
124.	Pos Curr Actv	Indicates whether a person is currently employed		Calculated: Y if the employee's position end date is blank			Y [null]
125.	Pos Curr Pri	Indicates whether this is the employee's current primary position	EMPS	Calculated: Y for Primary Position			Y [null]
126.	Pos Dept	Department which the employee's position is part of	POSD	POSITION	POS.DEPT	DEPTS	Departments
127.	Pos Dept Name	Name of department which the employee's position is part of	POSD	DEPTS	DEPT.DESC		Departments
128.	Pos EEO Cat	EEO reporting category for the position	CSTI; POSD	POSITION	POS.EEO.CATEGORY	EEO.CATEGORY	EEO Categories
129.	Pos EEO Cat Desc	Description of position EEO category	CSTI; POSD	EEO.CATEGORY	EEO.DESC		EEO Categories

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130.	Pos EEO Rank	EEO reporting rank for the position	POSD	POSITION	POS.EEO.RANK	HR.VALCODES; EEO.RPT.RANKS	EEO Ranks
131.	Pos EEO Rank Desc	Description of the EEO reporting rank	POSD	Returned by subroutine		HR.VALCODES; EEO.RPT.RANKS	EEO Ranks
132.	Pos End Dt	Position's end date	POSD; POSS	POSITION	POS.END.DATE		Any date
133.	Pos Eval Cyc	Code to identify the evaluation cycle for the employee's position	PPFM	PERPOS	PERPOS.EVAL.CYCLE	HR.VALCODES; EVALUATION.CYCLES	Evaluation Cycles
134.	Pos Eval Cyc Desc	Description of evaluation cycle	PPFM	Returned by subroutine		HR.VALCODES; EVALUATION.CYCLES	Evaluation Cycles
135.	Pos Eval Last Dt	Employee's evaluation date	PPFM	PERPOS	PERPOS.EVAL.LAST.DATE		Any date
136.	Pos Eval Next Dt	Employee's next evaluation date	PPFM	PERPOS	PERPOS.EVAL.NEXT.DATE		Any date
137.	Pos Fndg Src	Funding source for the position's pay	PPGS	POSPAY	POSPAY.FNDG.SOURCE	FNDSRC	Funding Sources
138.	Pos Fndg Src Desc	Description of funding source for the position's pay	FUND	FNDSRC	FNDSRC.DESC		Funding Sources
139.	Pos FTE	Employee's FTE for this position	POSS	PERPOS	PERPOS.FTE		Any FTE-value as #.###
140.	Pos GL Desc	General Ledger description for the funding source of the position	FUND	Returned by subroutine		GL.ACCTS	GL-Accounts
141.	Pos GL No	General Ledger number for the funding source of the position	PPGS	POSPAY	POSPAY.FNDG.GL.NO	GL.ACCTS	GL-Accounts
142.	Pos Last Pay	Ending date of the last pay period worked in this position		PERPOS	PERPOS.LAST.PAY.PERIOD.WORK		Any date
143.	Pos Loc	Location of this position	POSD	POSITION	POS.LOCATION	LOCATIONS	Locations
144.	Pos Loc Name	Location name of the position	POSD	LOCATIONS	LOC.DESC		Locations
145.	Pos Rank	Position ranking	POSD	POSITION	POS.RANK	HR.VALCODES; POSITION.RANKS	Position Ranks
146.	Pos Rank Desc	Position ranking description	POSD	Returned by subroutine		HR.VALCODES; POSITION.RANKS	Position Ranks

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147.	Pos Slry Wg Tbl	Position salary table code	PWAG	POSPAY	POSPAY.SALARY.WAGE.TABLE	SWTABLES	Salary Wage Tables
148.	Pos Slry Wg Tbl Desc	Description of position salary table	PWAG	SWTABLES	SWT.DESC		Salary Wage Tables
149.	Pos Start Date	Position start date	POSS	POSITION	POS.START.DATE		Any date
150.	Pos Stat	Position status	EMPS	Calculated			FT PT
151.	Pos Stat Desc	Position status description	EMPS	Calculated			Full-Time Part-Time
152.	Pos Title	Position title	POSS	POSITION	POS.SHORT.TITLE		Positions
153.	Rtng	Performance evaluation rating code	PPFM	PERPOS	PERPOS.EVAL.RATINGS	HR.VALCODES; PERFORMANCE.EVAL. RATINGS	Perf. Eval. Ratings
154.	Rtng Desc	Description of performance evaluation rating code	PPFM	Returned by subroutine		HR.VALCODES; PERFORMANCE.EVAL. RATINGS	Perf. Eval. Ratings
155.	Rtng Dt	Performance evaluation rating date	PPFM	PERPOS	PERPOS.EVAL.RATINGS.DATE		Any date
156.	Rtng Evltr	PID of performance evaluator		PERPOS	PERPOS.EVAL.RATINGS.HRPID		Any Person Identification Number
157.	Rtng Evltr LFM	LFM of performance evaluator	PPFM	PERSON	LAST.NAME FIRST.NAME MIDDLE.NAME		Any name
158.	Rtng Pos	Position for which performance evaluation was given	PPFM	PERPOS	PERPOS.POSITION.ID		Positions
159.	Wg Ann Comp	Employee's annualized comparable salary	PWAG	PERPOSWG	PPWG.ANNUALIZED.COMPARABLE		Any monetary value
160.	Wg Ann Slry	Employee's annualized salary	SPAP; WAGS	PERPOSWG	PPWG.ANNUALIZED.AMT		Any monetary value
161.	Wg Base ET	Code indicating which earnings type is used during payroll processing for paying wages/salary to the employee for this position	TCDE; PPGS; WAGS	PERPOSWG	PPWG.BASE.ET	EARNTYPE	Earnings Types
162.	Wg Base ET Desc	Description of earnings type	EARN	EARNTYPE	ETP.DESC		Earnings Types

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163.	Wg End Dt	Effective end date for the wage record	WAGS	PERPOSWG	PPWG.END.DATE		Any date
164.	Wg FTE	Employee's FTE for these wages	WAGS	PERPOSWG	PPWG.WORKLOAD.PCT		Any FTE-value as #.###
165.	Wg Grd	Salary table grade assigned for this employee	PWAG	PERPOSWG	PPWG.GRADE		Salary Grades
166.	Wg Hrly Or Slry	Hourly or salary wage indicator for this position	PPRV; WAGS	PERPOSWG	PPWG.PI.HRLY.OR.SLRY		H S
167.	Wg Pay Rt	Total amount the employee will receive as a Wage/Salary for this position	PPRV;WAGS	PERPOSWG	PPWG.PAY.RATE		Any monetary value
168.	Wg Payclss Desc	Pay class description	PWAG	PAYCLASS	PCLS.DESC		Payclasses
169.	Wg Payclss ID	Pay class code	PWAG	PERPOSWG	PPWG.PAYCLASS.ID	PAYCLASS	Payclasses
170.	Wg Paycyc Desc	Pay cycle description	PCYL; PPRI	PAYCYCLE	PCY.DESC		Paycycles
171.	Wg Paycyc ID	Pay cycle category	PCYL; PPRI	PERPOSWG	PPWG.PAYCYCLE.ID	PAYCYCLE	Paycycles
172.	Wg Start Dt	Effective start date for the wage record	POSS; WAGS	PERPOSWG	PPWG.START.DATE		Any date
173.	Wg Step	Position step assigned for the employee	PWAG	PERPOSWG	PPWG.STEP		Salary Steps
174.	Wg Wrk Unit Rt	Work unit/hourly rate for this employee	PWAG	PERPOSWG	PPWG.WORK.UNIT.RATE		Any monetary value