



**GUIDE TO NEW
WIASRD-COMPATIBLE OPM,
USPS AND DOD MATCHED
RECORD DATA FIELDS**

May 2007

**Prepared by
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I. INTRODUCTION

The Federal Employment Data Exchange System (FEDES) provides a convenient and secure way for a participating state to receive federal civilian employee, postal service and active duty military employment and earnings data for authorized use.¹ The FEDES was established as a cost-effective successor to two-party data matching agreements between some states and the Office of Personnel Management (OPM) for Federal civilian employee data, the U.S. Postal Service (USPS) for postal worker information, and the U.S. Department of Defense (DOD) for active duty military data.

This guide introduces a new feature of each quarterly FEDES cycle, beginning with April-May 2007 processing—uniform definition and pre-calculation of employment status and earnings amount for each of the eight reference quarters covered by matched OPM, USPS and DOD records returned to a state. This pre-calculation step carried out by FEDES staff eliminates uneven quality control among the participating states and some state cost burden.

The core state use of the FEDES continues to be reporting of common performance measure information to the U.S. Department of Labor. However, subject to MOU restrictions, states will also be able to use the new data fields for other federal performance reporting and approved research and evaluation studies.

The next section gives an overview of the content to follow. The four new data fields are defined in a third section. The fourth section defines the current FEDES matched record extracts that are returned to a state—these continuing data fields will be used by FEDES staff to pre-calculate the code values for the four new data fields. A fifth section covers the official definition of each of the four common performance measures. We conclude with a step-by-step description of how the new pre-calculated WAGES dollar amount is calculated.

¹ Each state must first negotiate a Memorandum of Understanding with the Maryland Department of Labor, Licensing and Regulation (DLLR). DLLR is the administrative entity for the FEDES. The MOU signed by DLLR and a state defines the terms of data handling and authorized use. Every participating state is prohibited from disclosure of any individual-level information received through the FEDES.

II. OVERVIEW

Four common measures are covered here—entered employment rate, employment retention rate, average earnings² and youth placement in employment. The Employment and Training Administration Performance Accountability System defines Workforce Investment Act Standardized Record Data (WIASRD) sources approved for calculation of each common measure.³ Wage records are the primary data source for employment measures. The OPM, USPS and DOD data fields processed by the FEDES are approved wage record data sources.

Beginning with the April-May 2007 FEDES cycle all four new data fields will be added to OPM, USPS and DOD matched records returned to a state. These new data fields are defined following this overview.

With regard to OPM, we will return two data files: the first will contain the matched data returned from OPM; the second will contain the four calculated data fields. For DOD Active Duty, we will return one file containing the matched data we received from DOD, and the four calculated data fields for each of the eight quarters. We will also return one file for USPS, which will contain the matched data returned from USPS as well as the four calculated data fields for each of the eight quarters.

Five source files are included in each cycle of FEDES processing:

1. Office of Personnel Management (OPM) Central Personnel Data File (CPDF)
2. U.S. Postal Service (USPS) Personnel Compensation and Payroll Records (PCPR)

² The adult six months earnings change measure remained in effect for PY05 reporting. PY06 reporting that took effect in July 2006 is using a new adult and dislocated worker average earnings measure—the denominator includes exiters that had reported earnings in the first, second and third quarters following the exit quarter, and the numerator is the sum of reported earnings during the second and third quarters following the exit quarter (for those that are included in the denominator.)

³ U.S. Department of Labor, Employment and Training Administration (2006), **Training and Employment Guidance Letter No. 17-05**, *Common Measures Policy for the Employment and Training Administration's (ETA) Performance Accountability System and Related Performance Issues*, Section 7. *Data Sources*, pp. 23-27, available at <http://www.doleta.gov/directives/attach/TEGL17-05.pdf>. Also see <http://www.doleta.gov/OMB/CN/WISPR%2060%20day%20FRN%2011%2006%2006%20.pdf>, which is a November 6, 2006 *Federal Register* 45 day comment request pertaining to the DOL submission for OMB review of the proposed new Workforce Investment Streamlined Performance Reporting (WISPR) system. The specifications of the WISPR, and an element-by-element comparison of the current Workforce Investment Act Standardized Record Data (WIASRD) and the proposed Workforce Investment Standardized Record Data (WISRD), are available at <http://www.doleta.gov/performance/guidance/wia.cfm#wispr>.

3. Department of Defense (DOD) Defense Manpower Data Center (DMDC) active duty military personnel file
4. DOD DMDC active duty military transactions file
5. DOD DMDC active duty military pay file.

The matched record file lengths that will be returned to a participating state beginning with the April-May 2007 FEDES cycle are:

- OPM civilian employees, file returned from OPM—291 positions for each of the eight reference quarters included in a FEDES cycle.
- OPM civilian employees, four calculated data fields—135 positions for each of the eight reference quarters included in a FEDES cycle.
- USPS workers—207 positions covering the eight reference quarters included in a FEDES cycle.
- DOD active duty military—332 positions covering the eight reference quarters included in a FEDES cycle.

III. THE FOUR NEW DATA FIELDS

Employed

The first new data field is labeled “employed” and may be found at extract positions 25, 40, 55, 70, 85, 100, 115 and 130 in the OPM file. In the DOD file, it may be found at extract positions 252, 263, 274, 285, 296, 307, 318 and 329. In the USPS file, it may be found at extract positions 127, 138, 149, 160, 171, 182, 193, and 204. (See the Appendix at the end of this report for the record layouts.)

The two valid codes for this new matched extract record data field are:

1=Yes
2=No

A code value of 1 or 2 will be entered in the new “employed” data field for each reference calendar quarter in a FEDES cycle. These codes are consistent with WIASRD field number 601 *employed in 1st quarter after exit quarter* and WIASRD field numbers 606, 608 and 610 referring to *employed in 2nd, 3^d and 4th quarter after exit quarter* respectively. **The new “employed” data field cannot be aligned by FEDES staff with a person’s defined WIA exit quarter; this step remains a state responsibility.**

Each state will still have to align the FEDES calendar quarters labeled by year/quarter with WIA exit date⁴ information to decide which FEDES calendar quarter aligns with WIASRD field numbers 601, 606, 608 and 610. When a state completes this alignment step the new OPM, USPS and DOD information will be fully WIASRD-compatible.

Type of Employment Match

The new TYPE OF EMPLOYMENT MATCH data field is labeled “type_emp_match” and appears as OPM extract positions 27, 42, 57, 72, 87, 102, 117 and 132 for each reference quarter. In the DOD file, it appears as extract positions 254, 265, 276, 287, 298, 309, 320 and 331, and in the USPS file it appears as USPS extract positions 129, 140, 151, 162, 173, 184, 195 and 206.

There will be one valid code in this new matched extract record data field depending upon the defined type of record:

2 = Federal Employment Records (OPM, USPS)
3 = Military Employment Records (DOD)
5 = Supplemental⁵

⁴ Or any other reference date for non-WIA uses of the FEDES information.

⁵ The code 5 = Supplemental *type of employment match* is provided to give participating states a convenient way to determine when the new data field *employed* cannot be paired with the new

A code value of 2, 3 or 5 will be entered for each reference quarter in a FEDES cycle. These codes are consistent with WIASRD field number 602 *type of employment match 1st quarter after exit quarter* and WIASRD field numbers 607, 609 and 611 referring to *type of employment match 2nd, 3rd and 4th quarter after exit quarter* respectively.

Wages

The new “wages” data field will contain a right-justified whole dollar value—OPM extract positions 15-22, 30-37, 45-52, 60-67, 75-82, 90-97, 105-112, 120-127. USPS extract positions are 119-126, 130-137, 141-148, 152-159, 163-170, 174-181, 185-192, and 196-203, and DOD extract positions are 244-251, 255-262, 266-273, 277-284, 288-295, 299-306, 310-317 and 321-328.

The dollar amount appearing in the new “wages” data field will be the equivalent of the WIASRD Section III.B *Wage Record Data* definition—total reported earnings for a reference quarter. A calculated WAGES value or blank will appear in this data field for each calendar quarter of a FEDES cycle.

Each state will continue to be responsible for alignment of the new pre-calculated WAGES information with the second and third quarters following WIA exit.⁶

Match Type

The new “match_type” data field will appear as OPM extract positions 26, 41, 56, 71, 86, 101, 116 and 131. It will appear as USPS extract positions 128, 139, 150, 161, 172, 183, 194 and 205. In the DOD file it will appear as extract positions 253, 264, 275, 286, 297, 308, 319 and 330.

There will be five valid codes in this new matched record extract data field:

- 1 = no match
- 2 = start date
- 3 = match with no start or end date, assumed to be continued employment
- 4 = end date
- 5 = start and end date

One valid code will appear in this matched record extract data field for each reference quarter in a FEDES cycle.

data field *wages* because available earnings information cannot be translated into the required WIASRD definition for a particular matched record.

⁶ Or other reference dates for non-WIA uses of the FEDES data.

The new “match_type” data field is not needed for WIA common measure reporting. The “match_type” data field is added to support uses of matched records beyond WIA performance reporting. A ‘start date’, ‘end date’ or ‘start and end date’ code in a calendar quarter will be available as a signal to end-users that actual date information is available in one or more of the other fields included in the matched record.

The next section describes employment-related data fields that are already included in the quarterly extracts now being delivered to states participating in the FEDES.

IV. THE CURRENT EXTRACT FILES

Each dot-point in this section shows an underscored data field title, a brief definition and an extract record layout position. These are the OPM, USPS and DOD extract data fields that are used to calculate the four new data field values defined above. Beginning with the April-May 2007 FEDES cycle participating states will not have to use the matched record data fields covered in this section to calculate common performance measure values—the four new data fields defined above will substitute a more convenient and cost-saving direct source of WIASRD-compatible information.

The OPM CPDF Employment-Related Extract Fields

The employment-related OPM CPDF extract data fields are:

- Beginning date—Year, month and day when the individual began working for the Federal government.
Position 268-275 (yyyymmdd)
- Ending date—Year, month and day when the individual finished working for the Federal government.
Position 276-283 (yyyymmdd)
- Quarter—Year and last month of the reference quarter when a hiring/separation activity was recorded, or the quarter of the reference quarter.
Position 284-289 (yyyymm)
- Beginning reason—Three codes. (A) indicates active employment status for the matching period, which is currently eight quarters (the matching period advances one quarter in each cycle of FEDES record matching—adding a more recent quarter and dropping the oldest of the previous eight reference quarters); (C) beginning date was taken from the reference record; and (H) the recorded beginning date is the actual hire date.
Position 290
- Ending reason—Three codes: (A) and (C) are defined as above; and (S) indicates the actual separation date.
Position 291

- Work schedule code—Indicates whether an individual is working full-time, full-time seasonal, job sharing, working intermittently, intermittently seasonal, part-time, part-time seasonal, part-time job sharer, or part-time seasonal job sharer. See: <http://www.opm.gov/feddata/gp48.pdf>, pages 10-12, for an alphabetical listing of each data field with a hot link to codes and code names.
Position 247
- Work schedule name—Defines each work schedule code.
Position 248-267
- Adjusted basic pay—The maximum adjusted rate of *Basic Pay*, including any locality payment, special rate supplement, or equivalent payment, after taking into account all pay caps that may be applicable.
Position 207-212

The USPS PCPR Employment-Related Extract Fields

The employment-related USPS PCPR extract data fields are:

- Entered on duty date—Year, month and day when the individual began working for the USPS.
Position 99-106 (yyyymmdd)
- Annual salary—Basic annual salary for each employee for each year.
Positions 72-79, 81-88, 90-97 (whole dollar amount; right justified)
- Salary rate code—There are two relevant salary rate codes: annual (A) and hourly (H). Annual is the basic annual salary for the employee. Hourly is the hourly rate. There is a salary rate code for each year.
Positions 80, 89, 98
- Separation date—Date a person ended employment with USPS.
Position 107-114 (yyyymmdd)

The DOD DMDC Active Duty Military Extract Fields

The employment-related DOD DMDC extract data fields are:

- Basic active duty service date—Constructed date that establishes the beginning of a member's creditable active federal military service. The reported date may have been adjusted for breaks in service and lost time. Such service includes extended active duty, initial active duty for training, annual training, full-time training duty, special active duty for training, active duty for support, active duty for special work, temporary tours of active duty, and temporary active duty.
Position 196-203

- Loss date—Transaction effective calendar date; the date an individual left active duty. The loss date is when the service member leaves the military; the date of release, separation, retirement, death or loss from military control.

Position 212-219

- Federal taxable wages to date—total dollar amount of federal taxable wages earned during the latest calendar year that the individual was on active duty in the military; the amount earned during the calendar year through the defined end of the FEDES match. Pay data elements that are excluded are the allowances such as BAH (Basic Allowance for Housing) and BAS (Basic Allowance for Subsistence) and any earnings when the individual is in a Combat Zone. The federal taxable wages to date amount is a cumulative to date field that DFAS uses to report to the IRS.

Positions 220-227, 228-235, 236-243 (8 numeric, whole dollar amounts)

V. COMMON PERFORMANCE MEASURE CALCULATIONS

This section describes how the OPM, USPS and DOD matched record extract files are used to calculate employment status and earnings amount values needed for each of the four common performance measures.

Adult Entered Employment

The numerator definition is:

Of those not employed at the date of participation, the number of participants who are employed in the first quarter after the exit quarter.

The 'not employed at the date of participation' and 'exit quarter' decisions are made at the local level. The remaining OPM, USPS and DOD extract issue is whether individuals who satisfy these two criteria are employed in the first quarter after the exit quarter.

The OPM CPDF

The CPDF *beginning date* (position 268-275) satisfies the adult *entered employment* common measure definition.

The USPS PCPR

The PCPR *entered on duty date* (position 99-106) satisfies the adult *entered employment* common measure definition.

The DOD DMDC

The DMDC *basic activity duty service date* (position 196-203) satisfies the adult *entered employment* common measure definition.

Adult Employment Retention

The numerator definition is:

Of those employed in the first quarter after the exit quarter, the number of participants who are employed in both the second and third quarters after the exit quarter.

This is a two-part definition that requires first knowing whether a person was employed in the first quarter after the exit quarter (without reference to their employment status at the date of participation) and then determining whether they were also employed in the next two quarters.

The OPM CPDF

The OPM CPDF includes both a *beginning date* (position 268-275) and an *ending date* (position 276-283), so a reliable determination of *employment retention* is possible.

The USPS PCPR

The USPS PCPR includes an *entered on duty date* (position 99-106) and *separation date* (position 107-114), so a reliable calculation of *employment retention* can be made.

The DOD DMDC

The DOD military extract file contains relevant beginning and ending dates that are needed to calculate *employment retention—basic active duty service date* (position 196-203) and *loss date* (position 212-219).

Adult Average Earnings

The numerator definition is:

Of those employed in the first quarter and second quarter and third quarter after the exit quarter, sum of reported earnings in the second and third quarters after the exit quarter.

The OPM CPDF

The CPDF *beginning date* (position 268-275) can be used to determine if an individual was employed in the first quarter after the exit quarter.

The CPDF *ending date* (position 276-283) can be used to determine if this individual left federal civilian employment before the end of the third quarter after the exit quarter.

The CPDF *work schedule code* (position 247) F (full-time) or G (full-time seasonal) can be used to confirm full-time status.

The CPDF *adjusted basic pay* (position 207-212) field can be used with the *ending date* and *work schedule code* fields to estimate how much of the *adjusted basic pay* was earned during the second + third quarters after the exit quarter.

The USPS PCPR

The PCPR *entered on duty date* (position 99-106) can be used to determine if an individual was employed in the first quarter after the exit quarter.

The PCPR *separation date* (position 107-114) can be used to determine if this individual left U.S. Postal Service employment before the end of the third quarter after the exit quarter.

The PCPR *annual salary* (positions 72-79, 81-88, 90-97) and *salary rate code* (positions 80, 89, 98) A (annual) can be used to exclude *salary rate code* H (hourly) and P (protected) cases.

The *separation date*, *annual salary* and *salary rate code* fields can be used to estimate how much of the *annual salary* amount was earned during the second + third quarters after the exit quarter.

The DOD DMDC

The DMDC *basic active duty service date* (position 196-203) can be used to determine if an individual was employed in the first quarter after the exit quarter.

The DMDC *loss date* (position 212-219) can be used to determine if this individual left military active duty service before the end of the third quarter after the exit quarter.

The DMDC *Federal taxable wages to date* fields (positions 220-227, 228-235 and 236-243) can be used with the *loss date* to estimate how much of the *Federal taxable wages to date* amount was earned during the second + third quarters after the exit quarter. The phrase 'wages to date' refers to a calendar year.

Youth Placement in Employment

The numerator definition is:

Of those who are not in post-secondary education, employment, or the military at the date of participation, number of participants who are in employment or the military or enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter.

The calculation of Youth *placement in employment* uses the same data fields as the Adult *entered employment* calculation.

The OPM CPDF

The CPDF *beginning date* (position 268-275) definition satisfies the youth *placement in employment* common measure definition.

The USPS PCPR

The PCPR *entered on duty date* (position 99-106) definition satisfies the youth *placement in employment* common measure definition.

The DOD DMDC

The DOD military *basic active duty service date* (position 196-203) may satisfy the youth *placement in employment* common measure definition.

VI. CALCULATION OF DOLLAR AMOUNT FOR WAGES FIELD

We begin this concluding section with two observations made earlier:

The new EMPLOYMENT data field cannot be aligned by FEDES staff with a person's defined WIA exit quarter; that step remains a state responsibility.

Each state will continue to be responsible for alignment of the new pre-calculated WAGES information with the second and third quarters following WIA exit.

The four new data fields that a state will receive beginning with the April-May 2007 FEDES cycle for matched record extracts returned by OPM, USPS and DOD contain pre-calculated values that are needed to calculate four common performance measures. When the matched record extract files are received a new state responsibility will be to align the FEDES calendar quarter information with individual-level exit date information. For WIA performance reporting completion of this step will determine which new employment and earnings information should be added in defined WIASRD data fields.

The specifics of how FEDES staff calculates the new WAGES data field follows next.

The OPM file

Four CPDF data fields are used by FEDES staff to calculate the new WAGES data field value for each of the 8 calendar quarters covered in a FEDES cycle:

- Beginning date (position 268-275)
- Ending date (position 276-283)
- Work schedule code (position 247) accept only codes F and G
- Adjusted basic pay (position 207-212)

Our first step is to select only work schedule codes F (full-time) and G (full-time seasonal).

Next, we align the 8 calendar quarters in a FEDES cycle with the *beginning date* and *ending date* values.

Then we adopt the following decision rules:

- If there is no *beginning date* then leave the WAGES field blank for each of the 8 reference quarters.

- If the *beginning date* is earlier than the first day of the first reference quarter then enter one-fourth of the *adjusted basic pay* amount in each full reference quarter that precedes and does not include an *ending date*. The division by 4 step is taken because the *adjusted basic pay* figure is an annual full-time full-year amount, so one-fourth of this amount is allocated to each full quarter of employment.
- If the *beginning date* falls in any one of the 8 reference quarters leave full prior reference quarters blank and pro rate the percentage of the quarter in which the *beginning date* falls—that is, the percentage of one-fourth of *adjusted basic pay* that should be entered based on the length of time from the *beginning date* to the end of that reference quarter.
- If the *ending date* falls in one of the 8 reference quarters pro rate the percentage of the quarter up to the *ending date*—that is, the percentage of one-fourth of *adjusted basic pay* that should be entered as *wages* for this reference quarter.
- If there is a *beginning date* but no *ending date*, or if this date lies in a quarter more recent than the last reference quarter, which should not be possible, then $\frac{1}{4}$ of the *adjusted basic pay* amount should appear in the most recent reference quarter.

The USPS file

Four PCPR data fields are used by FEDES staff to calculate the new WAGES data field for each of the 8 reference quarters in a FEDES cycle:

- Entered on duty date (position 99-106)
- Annual salary (positions 72-79, 81-88, 90-97)
- Salary rate code (positions 80, 89, 98) accept only code A
- Separation date (position 107-114)

Our first step is to select only salary rate code A (annual).

Next, we align the 8 reference quarters in a FEDES cycle with the entered on duty date and separation date values.

Then we apply the following decision rules:

- If there is no *entered on duty date* then leave the WAGES field blank for each of the 8 reference quarters.
- If the *entered on duty date* is earlier than the first day of the first reference quarter then enter one-fourth of the *annual salary* amount in each full reference quarter that precedes and does not include a *separation date*.

- If the *entered on duty date* falls in any one of the 8 reference quarters leave full prior reference quarters blank and pro rate the percentage of the quarter in which the *entered on duty date* falls—that is, the percentage of one-fourth of *annual salary* amount that should be entered based on the length of time from the *entered on duty date* to the end of that reference quarter.
- If the *separation date* falls in one of the 8 reference quarters pro rate the percentage of the quarter up to the *separation date*—that is, the percentage of one-fourth of *annual salary* amount that should be entered as *wages* for this reference quarter.
- If there is an *entered on duty date* but no *separation date*, or if this date lies in a quarter more recent than the last reference quarter, which should not be possible, then one-fourth of the *annual salary* amount should appear in the most recent reference quarter.

The DOD file

DOD changed the format for returned matched record extracts beginning with the October-November 2006 FEDES cycle. The three data fields shown below as dot-points are still provided, but only for the most recent (8th) reference quarter of the FEDES cycle. For reference quarters 1 through 7, depending on how these fall in defined calendar years, DOD only reports whether a match occurred in any one or more of the reference quarters falling in a particular calendar year.

FEDES staff uses five DMDC data fields to calculate the new WAGES data field for each of the 8 reference quarters in a FEDES cycle:

- Basic active duty service date (position 196-203)
- Loss date (position 212-219)
- Federal taxable wages to date jan_dec 2004 (position 220-227)
- Federal taxable wages to date jan_dec 2005 (position 228-235)
- Federal taxable wages to date jan_sep 2006 (position 236-243)

Our first step is to align the 8 reference quarters in a FEDES cycle with the *basic active duty service date* and *loss date* values.

Next, we apply the following decision rules:

- If there is no *basic active duty service date* then leave the WAGES field blank for each of the 8 reference quarters.

- If the *basic active duty service date* is earlier than the first day of the first reference quarter then the alignment of the 8 reference quarters with calendar years comes into play. These quarters can align exactly with two calendar years or fall in one full (middle) year and parts of a preceding year and a following year.

The October 2006 FEDES cycle covered July 2004 through June 2006; all four quarters of 2005 plus two preceding quarters of 2004 and two following quarters of 2006. The DOD data field *federal taxable wages to date* is defined by calendar year. So, for the October 2006 FEDES cycle, DOD delivered three *federal taxable wages to date* fields—one for 2004, another for 2005, and a third one for 2006.

For the October 2006 FEDES cycle the 2004 *federal taxable wages to date* value was divided by four—with one-fourth assigned to the July-September 2004 quarter and another fourth assigned to the October-December 2004 quarter (reference quarters 1 and 2). The 2005 *federal taxable wages to date* value was divided by four, with equal amounts being allocated to the first, second, third and fourth quarters (reference quarters 3 through 6). The 2006 *federal taxable wages to date* value was divided by two, with equal amounts being allocated to the first and second quarters of 2006 (reference quarters 7 and 8).

The application of this decision rule will change from FEDES cycle to FEDES cycle depending upon the alignment of the eight reference quarters with calendar years. This difference in required programming will be invisible to the state recipients of the new pre-calculated matched record WAGES data field

- If the *basic active duty service date* falls in any one of the 8 reference quarters leave full prior reference quarters blank and pro rate the percentage of the quarter in which the *basic active duty service date* falls—that is, the percentage of that quarter’s assigned value of *federal taxable wages to date* that should be entered based on the length of time from the *basic active duty service date* to the end of that reference quarter.
- If the *loss date* falls in one of the 8 reference quarters pro rate the percentage of the quarter up to the *loss date*—that is, the percentage of that quarter’s assigned value of *federal taxable wages to date* that should be entered as *wages* for this reference quarter.
- If there is a *basic active duty service date* but no *loss date*, or if this date lies in a quarter more recent than the last reference quarter, which should not be possible, then the full assigned *federal taxable wages to date* amount should appear in the most recent (8th) reference quarter.

Some participating states have asked FEDES staff to sum the pre-calculated WAGES values calculated from the OPM, USPS and DOD data sources. We cannot satisfy this request because the DOD data should not be combined with the other two data sources for what may then be unauthorized uses. Currently, the DOD data can only be used for purposes defined in federal law or by an Executive Order.

APPENDIX: FEDES Record Layouts

OPM File Returned from OPM

```
"/users/data6/OPM_APR2007_return_round_11/opm_orignal_thru_dec_2006_&op
m_state..txt" ls=291;
put @001 ssn Z9.0
    @010 state_id          $2.
    @012 pgm_id           $2.
    @014 " "
    @015 agency_code      $4.
    @019 agency_name      $45.
    @064 subelement_name  $45.
    @109 Occupation_code  $4.
    @113 Occupation_name  $40.
    @153 pay_plan_code    $2.
    @155 pay_plan_name    $50.
    @205 grade_gs_only    $2.
    @207 adjusted_basic_pay $6.
    @213 basic_pay        $6.
    @219 total_pay        $6.
    @225 state_code       $2.
    @227 state_name       $20.
    @247 work_schedule_code $1.
    @248 work_schedule_name $20.
    @268 beginning_date   $8.
    @276 ending_date      $8.
    @284 quarter_yyyy_mm  $6.
    @290 beginning_reason $1.
    @291 ending_reason    $1.;
```

OPM File – Calculated Data Fields

```
/opm_8_computed_qtrs_thru_dec_2006_&dod_state..txt" ls=140;
put @001 ssn Z9.0
    @010 state_id          $2.
    @012 pgm_id           $2.
    @014 " "
    @015 wageYR2005Q1      8.0
    @025 employedYR2005Q1  1.0
    @026 match_typeYR2005Q1 1.0
    @027 type_emp_matchYR2005Q1 1.0

    @030 wageYR2005Q2      8.0
    @040 employedYR2005Q2  1.0
    @041 match_typeYR2005Q2 1.0
    @042 type_emp_matchYR2005Q2 1.0

    @045 wageYR2005Q3      8.0
    @055 employedYR2005Q3  1.0
    @056 match_typeYR2005Q3 1.0
    @057 type_emp_matchYR2005Q3 1.0

    @060 wageYR2005Q4      8.0
    @070 employedYR2005Q4  1.0
    @071 match_typeYR2005Q4 1.0
    @072 type_emp_matchYR2005Q4 1.0

    @075 wageYR2006Q1      8.0
    @085 employedYR2006Q1  1.0
    @086 match_typeYR2006Q1 1.0
    @087 type_emp_matchYR2006Q1 1.0

    @090 wageYR2006Q2      8.0
    @100 employedYR2006Q2  1.0
    @101 match_typeYR2006Q2 1.0
    @102 type_emp_matchYR2006Q2 1.0

    @105 wageYR2006Q3      8.0
    @115 employedYR2006Q3  1.0
    @116 match_typeYR2006Q3 1.0
    @117 type_emp_matchYR2006Q3 1.0

    @120 wageYR2006Q4      8.0
    @130 employedYR2006Q4  1.0
    @131 match_typeYR2006Q4 1.0
    @132 type_emp_matchYR2006Q4 1.0
    @135 "eof";
```

DOD Active Duty File – File Returned from DOD and Calculated Data Fields

```
dod_active_Jan_2005_thru_Dec_2006_MD.txt" ls=335 pad missover;;
input
  @001 ssn 9.
  @012 pgm_id $2.
  @021 rank $3.
  @074 duty_occupation_code $50.
  @138 duty_loc_country $20.
  @178 tot_Fed_Service_years 2.
  @188 enlist_activeServbeg_date $8.
  @204 DateXpectedTermOfActive $8.
  @220 jan_dec_2005_wage $8.
  @228 jan_dec_2006_wage $8.
  @236 jan_dec_2007_wage $8.

  @244 wageYR2005Q1 8.
  @252 employedYR2005Q1 1.
  @253 match_typeYR2005Q1 1.
  @254 type_emp_matchYR2005Q1 1.

  @255 wageYR2005Q2 8.
  @263 employedYR2005Q2 1.
  @264 match_typeYR2005Q2 1.
  @265 type_emp_matchYR2005Q2 1.

  @266 wageYR2005Q3 8.
  @274 employedYR2005Q3 1.
  @275 match_typeYR2005Q3 1.
  @276 type_emp_matchYR2005Q3 1.

  @277 wageYR2005Q4 8.
  @285 employedYR2005Q4 1.
  @286 match_typeYR2005Q4 1.
  @287 type_emp_matchYR2005Q4 1.

  @288 wageYR2006Q1 8.
  @296 employedYR2006Q1 1.
  @297 match_typeYR2006Q1 1.
  @298 type_emp_matchYR2006Q1 1.

  @299 wageYR2006Q2 8.
  @307 employedYR2006Q2 1.
  @308 match_typeYR2006Q2 1.
  @309 type_emp_matchYR2006Q2 1.

  @310 wageYR2006Q3 8.
  @318 employedYR2006Q3 1.
  @319 match_typeYR2006Q3 1.
  @320 type_emp_matchYR2006Q3 1.

  @321 wageYR2006Q4 8.
  @329 employedYR2006Q4 1.
  @330 match_typeYR2006Q4 1.
  @331 type_emp_matchYR2006Q4 1.
  @332 eof_marker $3.;
```

USPS – File Returned from USPS and Calculated Data Fields

```
"/users/data6/USPS_APR2007_return/USPS_apr_2007_&usps_state..txt" ls=210;
put @001 ssn Z9.0
    @010 state_id                $2.
    @012 pgm_cde                 $3.
    @015 work_city               $20.
    @035 work_state              $2.
    @037 work_zip_code           $9.
    @046 grade_level             $7.
    @053 job_title               $19.
    @072 salary_for_year_05      Z8.0
    @080 salary_rate_code_yr05   $1.
    @081 salary_for_year_06      Z8.0
    @089 salary_rate_code_yr06   $1.
    @090 salary_for_year_07      Z8.0
    @098 salary_rate_code_yr07   $1.
    @099 enter_duty_usps_date    Z8.0
    @107 separation_date         Z8.0
    @115 year_of_rec             Z4.0

    @119 wageYR2005Q1           8.0
    @127 employedYR2005Q1       1.0
    @128 match_typeYR2005Q1     1.0
    @129 type_emp_matchYR2005Q1 1.0

    @130 wageYR2005Q2           8.0
    @138 employedYR2005Q2       1.0
    @139 match_typeYR2005Q2     1.0
    @140 type_emp_matchYR2005Q2 1.0

    @141 wageYR2005Q3           8.0
    @149 employedYR2005Q3       1.0
    @150 match_typeYR2005Q3     1.0
    @151 type_emp_matchYR2005Q3 1.0

    @152 wageYR2005Q4           8.0
    @160 employedYR2005Q4       1.0
    @161 match_typeYR2005Q4     1.0
    @162 type_emp_matchYR2005Q4 1.0

    @163 wageYR2006Q1           8.0
    @171 employedYR2006Q1       1.0
    @172 match_typeYR2006Q1     1.0
    @173 type_emp_matchYR2006Q1 1.0

    @174 wageYR2006Q2           8.0
    @182 employedYR2006Q2       1.0
    @183 match_typeYR2006Q2     1.0
    @184 type_emp_matchYR2006Q2 1.0

    @185 wageYR2006Q3           8.0
    @193 employedYR2006Q3       1.0
    @194 match_typeYR2006Q3     1.0
    @195 type_emp_matchYR2006Q3 1.0

    @196 wageYR2006Q4           8.0
    @204 employedYR2006Q4       1.0
    @205 match_typeYR2006Q4     1.0
    @206 type_emp_matchYR2006Q4 1.0
    @207 " ";
```