



## Functional Requirements Document (FRD)

Project#	Project Title:	Date Prepared:
74624	NFC GPPA Ch15 Fair Chance Act Changes	10/02/2023

Version:	As of:
1.0	

<b>Scope:</b>	<p>On September 1, 2023, the OPM Director announced the release of final regulations to implement the Fair Chance to Compete for Jobs Act of 2019 (the Fair Chance Act). This Act requires agency Human Resource offices to issue and document written warnings, suspensions, and civil penalties.</p> <p>The scope of the project is to update system tables to comply reporting requirements and to accurately document adverse actions for violations (written warnings, suspensions, and civil penalties) of the Fair Chance Act, as codified in Chapter 92 of title 5, U.S. Code and part 920 of title 5, Code of Federal Regulations.</p>
<b>Assumptions:</b>	<p>Update TMGT062 and EmpowHR tables to create the new NOACs approved by OPM. See list in Appendix A.</p> <p>Update TMGT061 and EmpowHR tables to create the new LACs approved by OPM. See list in Appendix B.</p> <p>Update TMGT052 and EmpowHR tables to create the new remark approved by OPM. See list in Appendix C.</p> <p>Update TMGT101 and EmpowHR Table 101 to define required and optional fields.</p>

### Functional Requirements

<input type="checkbox"/> Payroll Applications Systems Branch (PASB) Requirements
"Not Applicable"

<input type="checkbox"/> Personnel Applications Systems Branch (PESB) Requirements
"Not Applicable"

<input type="checkbox"/> Administrative Applications Systems Branch (AASB) Requirements
"Not Applicable"

**Payroll Web Systems Branch (PWSB) Requirements**

EPIC will add the NOA 451 to EPIC's main screen and xml. See Appendix D for required and optional fields.

**Administrative Web Systems Branch (AWSB) Requirements**

"Not Applicable"

**Human Resources Applications Branch (HRAB) Requirements**

Add new Nature of action, Legal Authorities, Remarks and Table 101 entries as defined in appendix A, B, C and E below.

## Functional Requirements Document (FRD)

Project#	Project Title:	Date Prepared:
74624	NFC GPPA Ch15 Fair Chance Act Changes	10/02/2023

**External Vendor Requirements**

"Not Applicable"

Signature of Systems Requirements Branch Chief

Date:

N/A

Signature of Web Requirements Branch Chief

Date:

// Amanda Nguyen

2/6/2024

## Functional Requirements Document (FRD)

Project#	Project Title:	Date Prepared:
74624	NFC GPPA Ch15 Fair Chance Act Changes	10/02/2023

### Appendix A - Nature of Action

EFFDT	OPM NOAC	OPM NOAC Description	Action	NOAC Type	WIP Change Options:	Employee Status	Exception/ Inheritable
10/02/2023	451	WRITTEN WARNING	Suspension	Non-Pay	Any	Active	N / Y

### Appendix B - NOA/Legal Authority Codes

EFFDT	NOA	OPM LAC	OPM LAC Description
10/02/2023	451	VAN	WARN 5 USC 9202
10/02/2023	450	VAO	SEC VIOL 5USC9202
10/02/2023	450	VAP	THIRD VIOL 5USC9202
10/02/2023	450	VAQ	FOURTH VIOL 5USC9202
10/02/2023	450	VAR	FIFTH VIOL 5USC9202
10/02/2023	450	VAS	MORE FIFTH 5USC9202

### Appendix C - Remarks

EFFDT	Remark	Remark Code Description
10/02/2023	S59	WRITTEN WARNING IS A FIRST VIOLATION OF 5 USC 9202.
10/02/2023	S60	SUSPENSION IS FOR A SECOND VIOLATION OF 5 USC 9202.
10/02/2023	S61	SUSPENSION IS FOR A THIRD VIOLATION OF 5 USC 9202.
10/02/2023	S62	SUSPENSION IS FOR A FOURTH VIOLATION OF 5 USC 9202 AND THE CIVIL PENALTY IS \$
10/02/2023	S63	SUSPENSION IS FOR A FIFTH VIOLATION OF 5 USC 9202 AND THE CIVIL PENALTY IS \$
10/02/2023	S64	SUSPENSION IS FOR MORE THAN A FIFTH VIOLATION OF 5 USC 9202 AND THE CIVIL PENALTY IS \$

Appendix D - TMGT Table 101

TM101I0	TABLE MANAGEMENT INQUIRY TABLE 101										10/12/23
	PACT SCREEN ELEMENTS (1)										
ENTER PARTIAL OR COMPLETE KEY:										USER-ID: NF139	
*NOA-CODE:	451	NOA-IND:								DATE-CHANGED	02/27/99
BEG-EFF-DATE:	04/03/94	LAST-EFF-DATE:								12/31/49	
								ACTIVE		REMARKS	
001 R	002 R	003 R	004 R	005 R	006 R	007 R	008 R	009 O	010 O	* S49	
										*	
011 O	012 O	013 O	014 S	015 R	016 R	017 O	018	019	020	*	
										*	
021	022	023	024	025	026	027	028	029	030	*	
										*	
031	032	033	034	035	036	037 R	038	039 O	040 O	*	
										*	
041	042	043	044	045	046	047	048	049	050	*	
										*	
051	052	053	054	055	056	057	058	059	060		
061	062	063	064	065	066	067	068	069	070		

TM101I1	TABLE MANAGEMENT INQUIRY TABLE 101										10/12/23
	PACT SCREEN ELEMENTS (2)										PAGE: 000175
ENTER PARTIAL OR COMPLETE KEY:										USER-ID: NF139	
*NOA-CODE:	451	NOA-IND:								DATE-CHANGED	02/27/99
BEG-EFF-DATE:	04/03/94	LAST-EFF-DATE:								12/31/49	
071 O	072	073	074	075	076	077	078	079	080		
081	082	083	084	085	086	087	088	089	090		
091	092	093	094	095	096	097	098	099 O	100		
101	102	103	104	105	106	107	108	109	110		
111	112 R	113	114	115	116	117	118	119	120		
121	122	123	124	125	126	127	128	129	130		
131	132	133	134	135	136	137	138	139	140		

TM101I2

TABLE MANAGEMENT INQUIRY TABLE 101  
PACT SCREEN ELEMENTS (3)

10/12/23  
PAGE: 000175

ENTER PARTIAL OR COMPLETE KEY:

USER-ID: NF139

\*NOA-CODE: 451 NOA-IND:

DATE-CHANGED 02/27/99

BEG-EFF-DATE: 04/03/94 LAST-EFF-DATE: 12/31/49

141	142	143	144	145	146	147	148	149	150
151	152	153	154	155	156	157	158	159	160
161	162	163	164	165	166	167	168	169	170
171	172	173	174	175	176	177	178	179	180
181	182	183	184	185	186	187	188	189	190
191	192	193	194	195	196	197	198	199	200
201	202	203	204	205	206	207	208	209	210

TM101I0

TABLE MANAGEMENT INQUIRY TABLE 101  
PACT SCREEN ELEMENTS (1)

10/12/23

ENTER PARTIAL OR COMPLETE KEY:

USER-ID: NFB35

\*NOA-CODE: 451 NOA-IND: 2

DATE-CHANGED 07/07/09

BEG-EFF-DATE: 04/03/94 LAST-EFF-DATE: 12/31/49

										ACTIVE	REMARKS
001 R	002 R	003 R	004 R	005 O	006 R	007 O	008 O	009 O	010 O	*	S49
011 R	012 O	013 O	014 S	015 R	016 R	017 O	018 O	019 O	020 O	*	
021 O	022 O	023 O	024 O	025 O	026 O	027 O	028 O	029 O	030 O	*	
031 O	032 O	033 O	034 O	035 O	036 O	037 R	038 O	039 O	040 O	*	
041 O	042 O	043 O	044 O	045 O	046 O	047 O	048 O	049 O	050 O	*	
051 O	052 O	053 O	054 O	055 O	056 O	057 O	058 O	059 O	060 O	*	
061 O	062 O	063 O	064 O	065 O	066 O	067 O	068 O	069 O	070 O	*	

TM101I1

TABLE MANAGEMENT INQUIRY TABLE 101  
PACT SCREEN ELEMENTS (2)

10/12/23  
PAGE: 000176

ENTER PARTIAL OR COMPLETE KEY:

USER-ID: NFB35

\*NOA-CODE: 451 NOA-IND: 2

DATE-CHANGED 07/07/09

BEG-EFF-DATE: 04/03/94 LAST-EFF-DATE: 12/31/49

071 o 072 o 073 o 074 o 075 o 076 o 077 o 078 o 079 o 080 o  
081 o 082 o 083 o 084 o 085 o 086 o 087 o 088 o 089 o 090 o  
091 o 092 o 093 o 094 o 095 o 096 o 097 o 098 o 099 o 100 o  
101 o 102 o 103 o 104 o 105 o 106 o 107 o 108 o 109 o 110 o  
111 o 112 o 113 o 114 o 115 o 116 o 117 o 118 o 119 o 120 o  
121 o 122 o 123 o 124 o 125 o 126 o 127 o 128 o 129 o 130 o  
131 o 132 o 133 o 134 o 135 o 136 o 137 o 138 o 139 o 140 o

TM101I2

TABLE MANAGEMENT INQUIRY TABLE 101  
PACT SCREEN ELEMENTS (3)

10/12/23  
PAGE: 000176

ENTER PARTIAL OR COMPLETE KEY:

USER-ID: NFB35

\*NOA-CODE: 451 NOA-IND: 2

DATE-CHANGED 07/07/09

BEG-EFF-DATE: 04/03/94 LAST-EFF-DATE: 12/31/49

141 o 142 o 143 o 144 o 145 o 146 o 147 o 148 o 149 o 150 o  
151 o 152 o 153 o 154 o 155 o 156 o 157 o 158 o 159 o 160 o  
161 o 162 o 163 o 164 o 165 o 166 o 167 o 168 o 169 o 170 o  
171 o 172 o 173 o 174 o 175 o 176 o 177 o 178 o 179 o 180 o  
181 o 182 o 183 o 184 o 185 o 186 o 187 o 188 o 189 o 190 o  
191 o 192 o 193 o 194 o 195 o 196 o 197 o 198 o 199 o 200 o  
201 o 202 o 203 o 204 o 205 o 206 o 207 o 208 o 209 o 210 o

TM101I0

TABLE MANAGEMENT INQUIRY TABLE 101  
PACT SCREEN ELEMENTS (1)

10/12/23

ENTER PARTIAL OR COMPLETE KEY:

USER-ID: NFB35

\*NOA-CODE: 451 NOA-IND: 3

DATE-CHANGED 07/07/09

BEG-EFF-DATE: 04/03/94 LAST-EFF-DATE: 12/31/49

										ACTIVE	REMARKS										
001	R	002	R	003	R	004	R	005	R	006	R	007	R	008	R	009	O	010	O	*	S49
011	S	012	S	013	S	014	S	015	S	016	S	017	S	018		019		020	O	*	
021		022		023		024		025		026	O	027		028	O	029	O	030	O	*	
031		032		033		034		035		036		037	S	038		039	O	040	O	*	
041		042		043		044		045		046		047		048		049		050		*	
051		052	O	053		054		055	O	056		057	O	058	O	059		060	O	*	
061		062		063		064		065		066	O	067		068		069		070		*	

TM101I1

TABLE MANAGEMENT INQUIRY TABLE 101  
PACT SCREEN ELEMENTS (2)

10/12/23

PAGE: 000177

ENTER PARTIAL OR COMPLETE KEY:

USER-ID: NFB35

\*NOA-CODE: 451 NOA-IND: 3

DATE-CHANGED 07/07/09

BEG-EFF-DATE: 04/03/94 LAST-EFF-DATE: 12/31/49

071	O	072		073		074		075		076		077		078	O	079		080			
081		082		083		084		085		086		087		088		089		090			
091		092		093		094		095		096		097		098	O	099	S	100	O		
101		102		103		104		105		106		107	O	108		109		110			
111		112	R	113		114		115		116		117		118		119		120			
121		122		123		124		125		126		127		128		129	O	130			
131		132		133		134		135		136		137		138		139		140			

ENTER PARTIAL OR COMPLETE KEY:

\*NOA-CODE: 451 NOA-IND: 3

BEG-EFF-DATE: 04/03/94 LAST-EFF-DATE: 12/31/49

USER-ID: NFB35

DATE-CHANGED 07/07/09

141	142	143	144	145	146	147	148	149	150
151	152	153	154	155	156	157	158	159	160
161	162	163	164	165	166	167	168	169	170
171	172	173	174	175	176	177	178	179	180
181	182	183	184	185	186	187	188	189	190
191	192	193	194	195	196	197	198	199	200
201	202	203	204	205	206	207	208	209	210

Appendix E - EmpowHR Table 101

NOAC	FIELD ID	FIELD NAME	DESCR	STATUS	REQUIRED OPTIONAL
451	001	NATIONAL_ID	SSN	R	COM
451	002	COMPANY	DEPT	R	COM
451	003	GVT_SUB_AGENCY	AGCY	R	COM
451	004	GVT_POI	POI	R	COM
451	005	Z_PAY_PERIOD_NUM	EFF PAY PERIOD	R	COM
451	006	ACTION_DT	AUTH DATE	R	COM
451	007	OPRID	OPER INIT	R	COM
451	008	GVT_STATUS_TYPE	1ST NOA CODE	R	COM
451	009	Z_GVT_LEGAUTH1_1ST	1A AUTH CODE	O	COM
451	010	Z_GVT_LEGAUTH2_1ST	1B AUTH CODE	O	COM
451	011	GVT_NOA_CODE	2ND NOA CODE	O	COM
451	012	Z_GVT_LEGAUTH1_2ND	2A AUTH CODE	O	COM
451	013	Z_GVT_LEGAUTH2_2ND	2B AUTH CODE	O	COM
451	014	GVT_STATUS_TYPE	ACTION CODE	R	COM
451	015	LAST_NAME	NAME LAST	R	COM
451	016	FIRST_NAME	NAME FIRST	R	COM
451	017	MIDDLE_NAME	NAME MIDDLE	O	COM
451	037	GVT_EFFDT	EFFECTIVE DATE	R	COM
451	039	GVT_PAR_AUTH_D1	LEGAL AUTHORITY 1ST	R	COM
451	040	GVT_PAR_AUTH_D2	LEGAL AUTHORITY 2ND	O	COM
451	071		REMARKS	O	COM
451	099	Z_NF_63_AGENCY_USE	AGENCY USE	O	COM
451	112	Z_OVERRIDE_CODE	STATUS	O	COM
451	BATCH#		BATCH# - 6700	R	COM



451	DOC063		DOC063 - 063	R	COM
451	001	NATIONAL_ID	SSN	R	COR
451	002	COMPANY	DEPT	R	COR
451	003	GVT_SUB_AGENCY	AGCY	R	COR
451	004	GVT_POI	POI	R	COR
451	005	Z_PAY_PERIOD_NUM	EFF PAY PERIOD	O	COR
451	006	ACTION_DT	AUTH DATE	R	COR
451	007	OPRID	OPER INIT	O	COR
451	008	GVT_STATUS_TYPE	1ST NOA CODE	O	COR
451	009	Z_GVT_LEGAUTH1_1ST	1A AUTH CODE	O	COR
451	010	Z_GVT_LEGAUTH2_1ST	1B AUTH CODE	O	COR
451	011	GVT_NOA_CODE	2ND NOA CODE	R	COR
451	012	Z_GVT_LEGAUTH1_2ND	2A AUTH CODE	O	COR
451	013	Z_GVT_LEGAUTH2_2ND	2B AUTH CODE	O	COR
451	014	GVT_STATUS_TYPE	ACTION CODE	R	COR
451	015	LAST_NAME	NAME LAST	R	COR
451	016	FIRST_NAME	NAME FIRST	R	COR
451	017	MIDDLE_NAME	NAME MIDDLE	O	COR
451	018	SEX	SEX	O	COR
451	019	BIRTHDATE	BIRTHDAY	O	COR
451	020	ACCOMPLISHMENT	EDUCATION LEVEL	O	COR
451	021	GVT_VET_PREF_APPT	VETERAN PREF	O	COR
451	022	GVT_NFC_PREVSUBAGE	PREVIOUS AGENCY	O	COR
451	023	LAST_DATE_WORKED	LAST DAY IN PAY	O	COR
451	024	GVT_NFC_PROJSKL_DT	PROJECTED SICK LV	O	COR
451	025	GVT_TENURE	TENURE GROUP	O	COR
451	026	SERVICE_DT	SCD LEAVE	O	COR
451	027	GVT_DISABILITY_CD	HANDICAP	O	COR
451	028	GVT_Fegli	FEGLI COVERAGE	O	COR
451	029	GVT_NFC_LI_COVAMT	FEGLI AMT	O	COR
451	030	GVT_NFC_FEHB_COVRG	FEHB COVERAGE	O	COR
451	031	GVT_RETIRE_PLAN	RETIREMENT COVERAGE	O	COR
451	032	Z_GVT_NOA_CODE_PRV	NOA	O	COR
451	033	Z_GVT_LEGAUTH1_PRV	AUTH	O	COR
451	034	Z_GVT_LEGAUTH2_PRV	2ND AUTH	O	COR
451	035	Z_GVT_EFFDT_PRV	CORR DATE	O	COR
451	036	GVT_PAR_NTE_DATE	NTE DATE	O	COR
451	037	GVT_EFFDT	EFFECTIVE DATE	R	COR
451	038	GVT_XFER_FROM_AGCY	LOSE/GAIN DEPT	O	COR
451	039	GVT_PAR_AUTH_D1	LEGAL AUTHORITY 1ST	O	COR
451	040	GVT_PAR_AUTH_D2	LEGAL AUTHORITY 2ND	O	COR
451	041	Z_APPT_LMT_AMT_TOT	FULL (DOLLARS)	O	COR
451	042	Z_APPT_LMT_HRS_TOT	FULL (HOURS)	O	COR
451	043	Z_APPT_LMT_DYS_TOT	FULL (DAYS)	O	COR
451	044	GVT_APPT_LIMIT_AMT	BALANCE (DOLLARS)	O	COR
451	045	GVT_APPT_LIMIT_HRS	BALANCE (HOURS)	O	COR
451	046	GVT_APPT_LIMIT_DYS	BALANCE (DAYS)	O	COR

451	047	PROF_EXPERIENCE_DT	COMMENCING DATE OF SERVICE YR	0	COR
451	048	COMPANY	PMSO DEPARTMENT	0	COR
451	049	GVT_SUB_AGENCY	PMSO AGCY	0	COR
451	050	GVT_POI	PMSO POI	0	COR
451	051	JOBCODE	PMSO MR	0	COR
451	052	GRADE	PMSO GRADE	0	COR
451	053	POSITION_NBR	PMSO IP	0	COR
451	054	GVT_NFC_POS_CLSSCD	CLASSIFICATION ACTION	0	COR
451	055	ETHNIC_GROUP	RNO	0	COR
451	056	GVT_PAY_PLAN	PAY PLAN	0	COR
451	057	STEP	STEP	0	COR
451	058	GVT_COMPRATE	BASE SALARY	0	COR
451	059	GVT_PAY_BASIS	SALARY RATE CD	0	COR
451	060	GVT_COMPRATE	VERIFY SALARY	0	COR
451	061		MERIT INCREASE	0	COR
451	062	GVT_PAY_RATE_DETER	PAY RATE DETERMINANT CODE	0	COR
451	063	GVT_RTND_GRADE_EXP	GRADE RETENTION DATE	0	COR
451	064	GVT_SCD_RETIRE	SCD RET	0	COR
451	065	CMPNY_SENIORITY_DT	SCD RIF	0	COR
451	066	GVT_DT_LEI	SCD WGI	0	COR
451	067	Z_NF_MGR_PRBTN_DT	SUPV/MGRL PROB PERIOD	0	COR
451	068	GVT_POSN_OCCUPIED	POSITION OCCUPIED	0	COR
451	069	GVT_ANN_IND	ANNUITANT INDICATOR	0	COR
451	070	GVT_SPEP	SPECIAL EMPLOYMENT PGMS CODE	0	COR
451	071		REMARKS	0	COR
451	072	Z_NF_EMP_PRBTN_DT	PROBATIONARY/TRIAL DATE	0	COR
451	073	GVT_CAREER_CNV_DUE	CAREER TENURE DATE	0	COR
451	074	GVT_NFC_ANL_LV_CAT	AL CATEGORY	0	COR
451	075	GVT_NFC_ANLV_45DAY	45 DAYS - A/L	0	COR
451	076	GVT_NFC_LEAVERN_ST	LEAVE EARNING STATUS	0	COR
451	077	GRADE_ENTRY_DT	DATE LAST ENTERED GRADE	0	COR
451	078	GVT_NFC_TSP_ELIGCD	TSP ELIG	0	COR
451	079	MILITARY_STATUS	VETERANS-STATUS	0	COR
451	080	Z_NF_NAME_FIX	NAME CORR	0	COR
451	081	Z_NF_PRV_SSN	PREVIOUS SSNO	0	COR
451	082	STD_HOURS	DUTY HOURS	0	COR
451	083		PROMOTION PLAN	0	COR
451	084	GVT_TYPE_OF_APPT	TYPE APPT	0	COR
451	085	GVT_NFC_SPCLEMPLCD	SPECIAL EMPLOYEE CODE	0	COR
451	086	CITIZENSHIP_STATUS	CITIZENSHIP STATUS	0	COR
451	087	GVT_NFC_COLA_PSTDI	COLA AND/OR POST DIFF CODE	0	COR
451	088	GVT_NFC_WG_BRD_SHF	SHIFT RATE	0	COR
451	089	GVT_NFC_SAL_SHRCD	SALARY SHARE CODE	0	COR
451	090	Z_NF_CP_ST_SHR_AMT	SALARY SHARE AMT	0	COR
451	091	GVT_ANNUITY_OFFSET	ANNUITANT SHARE AMT	0	COR

451	092	Z_NF_CP_OT_RATE	COOP OVERTIME RATE	0	COR
451	093	Z_NF_CP_HOL_RATE	COOP HOLIDAY RATE	0	COR
451	094	GVT_NFC_QTR_DEDAMT	QUARTERS DED AMT	0	COR
451	095	GVT_NFC_QTR_DED_CD	QUARTERS DED CODE	0	COR
451	096		TRAVEL ALLOW/ENVIRON DIFF	0	COR
451	097	YR_ACQUIRED	YR DEGR/CERT RECEIVED	0	COR
451	098	MAJOR_CODE	INSTRUCTIONAL PGM	0	COR
451	099	Z_NF_63_AGENCY_USE	AGENCY USE	0	COR
451	100	GVT_SCD_TSP	SCD TSP	0	COR
451	101	GVT_MIL_RESRVE_CAT	UNIFORM SERVICE	0	COR
451	102	GVT_CSRS_FROZN_SVC	FROZEN SERVICE	0	COR
451	103	GVT_PREV_RET_COVRG	PREV RET COVERAGE	0	COR
451	104	GVT_CRED_MIL_SVCE	CREDITABLE MILITARY SVS	0	COR
451	105	GVT_MIL_SVCE_END	DATE RETIRED MILITARY	0	COR
451	106	GVT_VET_PREF_RIF	VETERANS PREF RIF	0	COR
451	107	GVT_WORK_SCHED	WORK SCHEDULE	0	COR
451	108	GOAL_AMT	BONUS AMT	0	COR
451	109	GOAL_AMT	BONUS AMT	0	COR
451	110		SUPVY PCT	0	COR
451	112	Z_OVERRIDE_CODE	STATUS	0	COR
451	113	GVT_SUGGESTION_NBR	CASE NUMBER	0	COR
451	114	Z_AWARD_FROM_DT	PERIOD COVERED FROM DATE	0	COR
451	115	Z_AWARD_TO_DT	PERIOD COVERED TO DATE	0	COR
451	116	Z_CASH_AWARD_CD	AWARD CODE	0	COR
451	117	GVT_TANG_BEN_AMT	TANGIBLE BENEFITS	0	COR
451	118	Z_AWD_FIRST_YR_SAV	FIRST YR SAVINGS	0	COR
451	119	GVT_INTANG_BEN_AMT	INTANGIBLE BENEFITS	0	COR
451	120	Z_AWARD_GROUP	NO PERSONS RECEIVING AWD	0	COR
451	121	GOAL_AMT	AMOUNT OF AWARD	0	COR
451	122		VERIFY AMOUNT OF AWARD	0	COR
451	123		AMT PD BY NON GOVT SOURCE	0	COR
451	124	Z_AWARD_PAY_CD	GENERATE PAYMENT	0	COR
451	125	Z_ACCTG_DISTRIB	ACCOUNTING CODE	0	COR
451	126	Z_AWD_AGENCY_CHRGD	AGENCY-CHARGED	0	COR
451	127	Z_AWD_ACCT_STA_CHG	ACCOUNTING STAT CHARGED	0	COR
451	128	Z_CK_MAIL_ADDR_IND	ADDRESS INDICATOR	0	COR
451	129	Z_NF_MGR_PRBTN_REQ	SUP MGR PROB PER REQ	0	COR
451	130		ADJ SALARY	0	COR
451	131	GVT_RTND_GRADE	OCCUPIED GRADE	0	COR
451	132	GVT_RTND_PAY_PLAN	OCCUPIED PAYPLAN	0	COR
451	133	Z_NF_RTND_OCC_SR	OCCUPIED OCC-SERIES-CD	0	COR
451	134	Z_NF_RTND_FUNC_CD	OCCUPIED OCC-FUNC-CD	0	COR
451	135	Z_CASH_AWARD_CD	CASH AWARD TYPE CODE	0	COR
451	136	Z_NF_RTN_RTS_END	DATE RETEN RIGHTS END	0	COR
451	137	Z_STORED_ACCTG_CD	STORED ACCTG IND	0	COR
451	138	ADDRESS1_OTHER	ADDRESS	0	COR
451	139	ADDRESS2_OTHER	ADDRESS 2	0	COR

451	140	CITY_OTHER	CITY	O	COR
451	141	STATE_OTHER	STATE	O	COR
451	142	POSTAL_OTHER	POSTAL	O	COR
451	143	POSTAL_OTHER	ZIP+4	O	COR
451	144	Z_CK_ML_DESIG_AGNT	DESIGNATED AGENT	O	COR
451	145	OTH_HRS	AWARD HOURS	O	COR
451	146		VERIFY AWARD HOURS	O	COR
451	147	Z_NF_CSRS_PCI	CSRS Prev	O	COR
451	148	Z_NF_FERS_PCI	CSRS Prev	O	COR
451	149	Z_NF_LV_CEIL_REA	Lv HrsRsn	O	COR
451	150		ERI Code	O	COR
451	151		CBPO SCD	O	COR
451	152	Z_NF_SPCL_POSN_CD	Spl Code	O	COR
451	153	Z_NF_VFRTPE	FT Hrs PT	O	COR
451	154	Z_NF_FEGLI_CRT_OR	Crt FEGLI	O	COR
451	BATCH#		BATCH# - 6700	R	COR
451	DOC063		DOC063 - 063	R	COR
451	001	NATIONAL_ID	SSN	R	CAN
451	002	COMPANY	DEPT	R	CAN
451	003	GVT_SUB_AGENCY	AGCY	R	CAN
451	004	GVT_POI	POI	R	CAN
451	005	Z_PAY_PERIOD_NUM	EFF PAY PERIOD	R	CAN
451	006	ACTION_DT	AUTH DATE	R	CAN
451	007	OPRID	OPER INIT	R	CAN
451	008	GVT_STATUS_TYPE	1ST NOA CODE	R	CAN
451	009	Z_GVT_LEGAUTH1_1ST	1A AUTH CODE	R	CAN
451	010	Z_GVT_LEGAUTH2_1ST	1B AUTH CODE	O	CAN
451	011	GVT_NOA_CODE	2ND NOA CODE	O	CAN
451	012	Z_GVT_LEGAUTH1_2ND	2A AUTH CODE	O	CAN
451	013	Z_GVT_LEGAUTH2_2ND	2B AUTH CODE	O	CAN
451	014	GVT_STATUS_TYPE	ACTION CODE	R	CAN
451	015	LAST_NAME	NAME LAST	R	CAN
451	016	FIRST_NAME	NAME FIRST	R	CAN
451	017	MIDDLE_NAME	NAME MIDDLE	O	CAN
451	020	ACCOMPLISHMENT	EDUCATION LEVEL	O	CAN
451	026	SERVICE_DT	SCD LEAVE	O	CAN
451	028	GVT_FEGLI	FEGLI COVERAGE	O	CAN
451	029	GVT_NFC_LI_COVAMT	FEGLI AMT	O	CAN
451	037	GVT_EFFDT	EFFECTIVE DATE	R	CAN
451	039	GVT_PAR_AUTH_D1	LEGAL AUTHORITY 1ST	O	CAN
451	040	GVT_PAR_AUTH_D2	LEGAL AUTHORITY 2ND	O	CAN
451	052	GRADE	PMSO GRADE	R	CAN
451	055	ETHNIC_GROUP	RNO	O	CAN
451	057	STEP	STEP	R	CAN
451	058	GVT_COMPRATE	BASE SALARY	R	CAN
451	060	GVT_COMPRATE	VERIFY SALARY	R	CAN
451	066	GVT_DT_LEI	SCD WGI	O	CAN

451	071		REMARKS	0	CAN
451	098	MAJOR_CODE	INSTRUCTIONAL PGM	0	CAN
451	099	Z_NF_63_AGENCY_USE	AGENCY USE	0	CAN
451	100	GVT_SCD_TSP	SCD TSP	0	CAN
451	107	GVT_WORK_SCHED	WORK SCHEDULE	0	CAN
451	112	Z_OVERRIDE_CODE	STATUS	0	CAN
451	129	Z_NF_MGR_PRBTN_REQ	SUP MGR PROB PER REQ	0	CAN