

Objects	Description	InfoType	Dimension	Comments
Employee				
ACA Status	Anticipated pay status of an employee over the next 12 months. Example: Average 130 Hrs or more per month	IT-0007	DimEmployee	
ACA Status Code	The code for ACA Status . Example: Y1	IT-0007	DimEmployee	
Assignment Pay Indicator (EE)	Indicator for employees with assignment pay on their Basic Pay infotype. Example: X	IT-0008	DimEmployee	
Business Area (EE)	A specific agency in the State of Washington. Example: Office of Financial Management	IT-0001	DimEmployee	
Business Area Code (EE)	The four-digit number for Business Area (EE) . Example: 1050	IT-0001	DimEmployee	
Cap Utilization Level	Percentage of standard working time an employee works as reflected on the employee's Basic Pay infotype. Example: 100.00	IT-0008	DimEmployee	
Compressed Workweek (EE)	Designation for an alternative schedule that allows full-time employees to eliminate at least one work day every two weeks by working longer hours during the remaining days. Example: Employee Participating	IT-9106	DimEmployee	
Compressed Workweek Code (EE)	The code for Compressed Workweek (EE) . Example: EP	IT-9106	DimEmployee	
Contract Type	An employee's State status, defined as either permanent or non-permanent. Example: Permanent	IT-0016	DimEmployee	
Contract Type Code	The code for Contract Type . Example: 00	IT-0016	DimEmployee	
Cost Distribution Allocation Code (EE)	Employee coding to charge payroll costs to an allocation code. (AFRS Agency Code + AFRS Allocation) Example: 3006156	IT-0027	DimEmployeeCostDistribution	
Cost Distribution Cost Center Code (EE)	Employee coding to charge payroll costs to an AFRS organizational index. (AFRS Agency Code + AFRS Org Index + 000) Example: 1631111000	IT-0027	DimEmployeeCostDistribution	

Objects	Description	InfoType	Dimension	Comments
Cost Distribution Cost Object Code (EE)	Employee coding to charge payroll costs to an AFRS Master Index. (AFRS Agency Code + AFRS Master Index + 0) Example: 461D51PF1E00	IT-0027	DimEmployeeCostDistribution	
Cost Distribution Functional Area Code (EE)	Employee coding to charge payroll costs to an AFRS Program Index. (AFRS Agency Code + AFRS Program Index + 00000000) Example: 163A111100000000	IT-0027	DimEmployeeCostDistribution	
Cost Distribution Fund (EE)	The name of the Cost Distribution Fund Code (EE) . Example: ENTERPRISE SERVICES	IT-0027	DimEmployeeCostDistribution	
Cost Distribution Fund Code (EE)	Employee coding to charge payroll costs to an AFRS Fund and/or Appropriation Index. (AFRS Agency Code + AFRS Fund + AFRS Appn Index + 0) Example: 1794229690	IT-0027	DimEmployeeCostDistribution	
Cost Distribution Percent (EE)	Percentage of payroll costs associated with the employee cost distribution coding. Example: 100.00	IT-0027	DimEmployeeCostDistribution	
Cost Distribution Project Code (EE)	Employee coding to charge payroll costs to a project. (AFRS Agency Code + AFRS Project + AFRS Sub Project + AFRS Project Phase) Example: 461A1250401	IT-0027	DimEmployeeCostDistribution	
Date - Agency Hire	The most recent hire date of an employee into the agency. Example: 2011-10-10	IT-0041	DimEmployee	
Date - Agency Service	Agency Hire Date adjusted for prior agency service (cumulative time at the current agency). Example: 2015-01-14	IT-0041	DimEmployee	
Date - Anniversary	The unbroken service date adjusted for prior state service and in some circumstances leave without pay. Example: 2001-11-19	IT-0041	DimEmployee	
Date - Appointment	The date of an employee's appointment. Example: 2015-03-16	IT-0041	DimEmployee	
Date - Cadet Hire	WSP Only: The date an employee is hired as a Washington State Patrol Trooper Cadet. Example: 2016-04-12	IT-0041	DimEmployee	
Date - Commission	WSP Only: The date authority is given to a Washington State Patrol (WSP) officer by the Governor to enforce the laws of the state of Washington. Example: 2016-06-01	IT-0041	DimEmployee	

Objects	Description	InfoType	Dimension	Comments
Date - In Job Class Since	The date an employee began work in their current job classification. Example: 2016-11-02	IT-0041	DimEmployee	
Date - PD Completed	The completion date of a position's current position description. Example: 2011-07-20	IT-0041	DimEmployee	
Date - PDP Eval Completed	The date an employee's Performance Development Plan (PDP) evaluation is completed. Example: 2010-12-20	IT-0041	DimEmployee	
Date - PDP Expectation Set	The date an employee's Performance Development Plan (PDP) Expectations are completed. Example: 2011-09-14	IT-0041	DimEmployee	
Date - Prior PID	The date an employee received their final periodic increment, or the date they received their last periodic increment before becoming no longer eligible (such as moving from pay scale to pay band). Example: 2016-11-16	IT-0041	DimEmployee	
Date - Recommission	WSP Only: The date a former officer returns to WSP as a commissioned officer. Example: 2017-01-01	IT-0041	DimEmployee	
Date - Retirement Eligibility	WSP Only: An estimated date a commissioned officer is eligible to retire. Note: Refer to collective bargaining agreements for more information. Example: 2031-11-01	IT-0041	DimEmployee	
Date - Seniority	The most recent date of hire, adjusted for leave without pay or part time status in some circumstances. Example: 2006-02-23	IT-0041	DimEmployee	
Date - Seniority with Military	An employee's seniority date adjusted for military service for layoff purposes. Example: 2011-04-16	IT-0041	DimEmployee	
Date - Separation	The date of unemployment following separation. Example: 2010-05-01	IT-0041	DimEmployee	
Date - Shift Bid	The date used for shift bidding purposes. Note: Refer to collective bargaining agreements for more information. Example: 2012-01-01	IT-0041	DimEmployee	
Date - Teamster Seniority	Teamsters only: Seniority date used for overtime, extended duty assignment, bid system, and vacation selection seniority. See Seniority Date for teamster's layoff seniority. Example: 2014-06-01	IT-0041	DimEmployee	

Objects	Description	InfoType	Dimension	Comments
Date - TSR Leave Eligibility	The date an employee was eligible to use accrued TSR Leave. Example: 2011-07-01	IT-0041	DimEmployee	No longer in use.
Date - Unbroken Service	The most recent date of hire, adjusted for leave without pay in some circumstances. Example: 2006-02-26	IT-0041	DimEmployee	
Date - WMS Review	The date a WMS employee's review is due. Example: 2007-05-16	IT-0041	DimEmployee	
Deferred Comp Plan Indicator	Indicator for employees enrolled in a deferred compensation plan. Example: X	IT-0169	DimEmployee	
Disability Date	The date an employee's disability was determined. Example: 2002-03-18	IT-0077	DimEmployee	
Disability Date Learned	The date an individual disclosed in writing his or her disability to the employer. Example: 2014-05-01	IT-0077	DimEmployee	
Disability Indicator	Indicator of an employee's disability status for affirmative action reporting. Example: N	IT-0077	DimEmployee	
Disability Status	Identifies if an employee has or previously had a disability. Example: Does Not Have a Disability	IT-0077	DimEmployee	
Dual Lang Indicator (EE)	Indicator for employees with dual language assignment pay on their Basic Pay infotype. Example: X	IT-0008	DimEmployee	
EEO Category (EE)	A job attribute that groups jobs into specific pre-defined categories according to the type of work performed; based on the job held by an employee. Example: Officials & Administrators	IT-1610	DimJob	
EEO Category Code (EE)	The code for EEO Category (EE) . Example: 41	IT-1610	DimJob	
EEO Exemption	Indicator used in federal reports exempting individuals from the Equal Employment Opportunity Act of 1972. Example: X	IT-0077	DimEmployee	
Employee Group (EE)	The status of the position; based on an employee's organizational assignment. Example: Appointed	IT-0001	DimEmployee	
Employee Group Code (EE)	The code for Employee Group (EE) . Example: 9	IT-0001	DimEmployee	

Objects	Description	InfoType	Dimension	Comments
Employee Subgroup (EE)	A sub-group that defines salary rate unit and overtime eligibility; based on an employee's organizational assignment. Example: M-OT elig>40hrs/wk	IT-0001	DimEmployee	
Employee Subgroup Code (EE)	The code for Employee Subgroup (EE) . Example: 06	IT-0001	DimEmployee	
Employment Percent	Employment percentage according to work schedule on an employee's Planned Working Time infotype. Example: 100.00	IT-0001	DimEmployee	
Employment Status	An employee's status of employment. Example: Inactive	IT-0001	DimEmployee	
Employment Status Code	The code for Employment Status . Example: 1	IT-0001	DimEmployee	
ES Grouping for CAP (EE)	The type of work period designation for Employee Subgroup Group (ESG) for Collective Agreement Provision (CAP) based on an employee's Employee Subgroup. Example: 3	IT-0001	DimEmployee	
Ethnic Origin	Category for consolidating multiple race and ethnicity responses for an employee. Example: American Indian/Alaskan	IT-0077	DimEmployee	
Ethnic Origin Code	The code for Ethnic Origin . Example: 05	IT-0077	DimEmployee	
Flexitime (EE)	Approved flexible start and end times that are outside the agency's normal work hours. Example: Employee Participating	IT-9106	DimEmployee	
Flexitime Code (EE)	The code for Flexitime (EE) . Example: EP	IT-9106	DimEmployee	
Flexitime Hours From	The most frequent start time of an employee's typical flexitime work schedule. Example: 07:00:00	IT-9106	DimEmployee	
Flexitime Hours To	The most frequent end time of an employee's typical flexitime work schedule. Example: 17:30:00	IT-9106	DimEmployee	
Gender	The gender of an employee. Example: Female	IT-0002	DimEmployee	
Hispanic Ethnicity	A person who has indicated a Hispanic/Latino ethnicity. Example: Hispanic/Latino	IT-0077	DimEmployee	

Objects	Description	InfoType	Dimension	Comments
Hispanic Ethnicity Code	The code for Hispanic Ethnicity . Example: E1	IT-0077	DimEmployee	
Job (EE)	The name of job held by an employee. Example: HUMAN RESOURCE CONSULTANT 3	IT-0001	DimJob	
Job Class Abbr (EE)	The alphanumeric job class code for Job (EE) . Example: 119G	IT-0001	DimJob	
Job Code (EE)	The system assigned number given to Job (EE) . Example: 51000737	IT-0001	DimJob	
Job Group (EE)	An agency defined group of jobs used for Affirmative Action Plan reporting; based on Job (EE) . Example: Officials, Administrators and Managers.	IT-1001	DimJobGroup	
Job Group Abbr (EE)	An agency defined number for Job Group (EE) . Example: 1600-02	IT-1001	DimJobGroup	
Job Group Code (EE)	The system assigned number for Job Group (EE) . Example: 80147234	IT-1001	DimJobGroup	
Master Cost Center (EE)	A defined location of cost incurrence; associated with an employee master data. Example: DEFAULT AGENCY 105	IT-0027	DimEmployee	
Master Cost Center Code (EE)	The code for Master Cost Center (EE) . Example: 1050000000	IT-0027	DimEmployee	
Military Status	An employee's military service status. Example: Rtrd Vet > \$500	IT-0077	DimEmployee	
Military Status Code	The code for Military Status . Example: 19	IT-0077	DimEmployee	
Name – First	An employee's first name. Example: SAMUEL	IT-0002	DimEmployee	
Name – Full	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Personnel Number . Example: JACKSON SAMUEL L	IT-0002		
Name – Last	An employee's last name. Example: JACKSON	IT-0002	DimEmployee	
Name – Middle	An employee's middle name (or initial). Example: L	IT-0002	DimEmployee	

Objects	Description	InfoType	Dimension	Comments
Name – Nickname	An employee's nickname; the name they are also known as. Example: Sammy	IT-0002	DimEmployee	
Next Increase Override Date	The date of the next scheduled increase in an employee's pay used to override the automated periodic increment and longevity process. Example: 2019-06-19	IT-0008	DimEmployee	
Object On Loan	An agency tracked State-owned asset loaned to an employee. Example: WSP Badge Number	IT-0040	DimEmployee	
Object On Loan Code	The system assigned code for Object On Loan . Example: 00	IT-0040	DimEmployee	
Object On Loan Number	The agency assigned number for Object On Loan . Example: 40	IT-0040	DimEmployee	
Organizational Key	The pay distribution location. Example: 17FH1	IT-0001	DimEmployee	
Other Insurance Indicator	Indicator for employees enrolled in life insurance or long-term disability plan. Example: X	IT-0377	DimEmployee	
Part Time Indicator	Indicator to identify part time employees. Example: X	IT-0007	DimEmployee	
Pay Adjust Reason	Indicates why a salary adjustment was made. Example: Add WMS Extraordinary Resp	IT-0008	DimEmployee	
Pay Adjust Reason Code	The code for Pay Adjust Reason . Example: 23	IT-0008	DimEmployee	
Pay Area (EE)	A collection of pay ranges, steps, and rates that comprise a pay schedule based on an employee's Basic Pay record. Example: Standard Progression	IT-0008	DimEmployee	
Pay Area Code (EE)	The code for Pay Area (EE) . Example: 01	IT-0008	DimEmployee	
Pay Group (EE)	The range or band on an employee's Basic Pay record. Example: 62	IT-0008	DimEmployee	
Pay Level (EE)	The step or level within a range for compensation on an employee's Basic Pay record. Example: L	IT-0008	DimEmployee	

Objects	Description	InfoType	Dimension	Comments
Pay Type (EE)	The compensation structure on an employee's Basic Pay record. Example: TEAMSTERS 117	IT-0008	DimEmployee	
Pay Type Code (EE)	The code for Pay Type (EE) . Example: 04	IT-0008	DimEmployee	
Payroll Area	The payroll cycle indicating how often payroll runs. Example: Semi-monthly	IT-0008	DimEmployee	
Payroll Area Code	The code for Payroll Area . Example: 11	IT-0008	DimEmployee	
Personnel Area (EE)	A specific agency/sub-agency in the State of Washington. Example: Western State Hospital	IT-0001	DimEmployee	
Personnel Area Code (EE)	The code for Personnel Area (EE) . Example: 3008	IT-0001	DimEmployee	
Personnel Number	An employee's unique identifying number Example: 00215854	IT-0000	DimEmployee	
Personnel Subarea (EE)	A subdivision of Personnel Area that identifies Bargaining Units, WMS, Exempt and non-Represented positions. Example: Non Represented	IT-0001	DimEmployee	
Personnel Subarea Code (EE)	The code for Personnel Subarea (EE) . Example: 0001	IT-0001	DimEmployee	
Race - American Indian or Alaska Native	Race selection indicator for a person having origins in any of the original peoples of North and South America (including Central America) and who maintains a tribal affiliation or community attachment. Example: X	IT-0077	DimEmployee	
Race - Asian	Race selection indicator for a person having origins in any of the original people of the Far East, Southeast Asia or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam. Example: X	IT-0077	DimEmployee	
Race - Black or African American	Race selection indicator for a person having origins in any of the Black racial groups of Africa. Example: X	IT-0077	DimEmployee	

Objects	Description	InfoType	Dimension	Comments
Race - Native Hawaiian or Other Pacific Islander	Race selection indicator for a person having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Islands. Example: X	IT-0077	DimEmployee	
Race - Two or More	Race selection indicator for a person with more than one race. Example: X	IT-0077	DimEmployee	
Race - White (Caucasian)	Race selection indicator for a person having origins in any of the original peoples of Europe, the Middle East or North Africa. Example: X	IT-0077	DimEmployee	
Reference Personnel Number	An additional employee identification number used in concurrent appointments. Example: 22134798	IT-0031	DimEmployee	
Retirement Group	Retirement plan group based on retirement plan eligibility. Example: State Employees	IT-0171	DimEmployee	
Retirement Group Code	The code for Retirement Group . Example: 01	IT-0171	DimEmployee	
Retirement Plan	An employee's retirement plan. Example: PERS 3 – Rate B – WSIB	IT-0169	DimEmployee	
Retirement Plan Code	The code for Retirement Plan . Example: P3BW	IT-0169	DimEmployee	
Retirement Plan Eligible	A code to indicate if an employee's position is eligible to receive retirement benefits. Example: ELIG	IT-0171	DimEmployee	
Staffing Percentage	Percentage of standard working time as reflected on an employee's organizational assignment infotype and the position's relationship infotype. Example: 100.00	IT-1001	DimEmployee	A withdrawn employee's % will be zero.
Telework (EE)	Working from home or other alternative locations through the use of technology. Example: Employee Participating	IT-9106	DimEmployee	Records with invalid Start Time or End Time in HCM will not display in WWA.
Telework Code (EE)	The code for Telework (EE) . Example: EP	IT-9106	DimEmployee	Records with invalid Start Time or End Time in HCM will not display in WWA.

Objects	Description	InfoType	Dimension	Comments
Time Administrator	Agency designated group of employees related to Time and Attendance units. Example: Forecasting	IT-0001	DimEmployee	
Time Administrator Code	The code for Time Administrator . Example: 006	IT-0001	DimEmployee	
Time Management Status	The status that determines how leave accruals are calculated in the time evaluation process. Example: 1 - Time Evaluation of Actual Times	IT-0007	DimEmployee	
Time Management Status Code	The code for Time Management Status . Example: 1	IT-0007	DimEmployee	
UFI Address Line 1 (EE)	Address line 1 for an employee's alternative work location. Example: 16201 E INDIANA AVE	IT-9105	DimEmployee	
UFI Address Line 2 (EE)	Address line 2 for an employee's alternative work location. Example: SUITE 5600	IT-9105	DimEmployee	
UFI City (EE)	The city of an employee's alternative work location address. Example: SPOKANE VALLEY	IT-9105	DimEmployee	
UFI Code (EE)	The Unique Facility Identifier (UFI) assigned to an employee's alternative work location, as listed in the state's Facilities Inventory maintained by the Office of Financial Management. Example: A04458	IT-9105	DimEmployee	
UFI Country (EE)	The country in which an employee's alternative work address is located. Example: US	IT-9105	DimEmployee	
UFI County (EE)	The county in which an employee's alternative work address is located. Example: SPOKANE	IT-9105	DimEmployee	
UFI Homebased Indicator (EE)	An indicator if an employee's alternative work location is homebased. Example: X	IT-9105	DimEmployee	
UFI State (EE)	The state for an employee's alternative work location address. Example: WA	IT-9105	DimEmployee	
UFI Zip Code (EE)	The postal code for an employee's alternative work location address. Example: 99216	IT-9105	DimEmployee	
UI Tax Exempt Indicator	Indicator to identify an employee's unemployment insurance tax-exempt status. Example: Y	IT-0235	DimEmployee	

Objects	Description	InfoType	Dimension	Comments
Underfilled Indicator	Indicator to identify if an employee Pay Group is under (U) the position's lowest Pay Group or over (O) the position's highest Pay Group. Example: U	IT-0008, IT-1005	DimEmployee	
Unemployment County	The county in which an employee is designated to work (Worksite). Example: Thurston County	IT-0209	DimEmployee	
Unemployment County Code	The code for Unemployment County . Example: 34	IT-0209	DimEmployee	
Vet - Armed Forces Service Medal	Obsolete code retained for historical reporting. Previously used to designate a veteran as receiving an armed forces service medal. Example: X	IT-0077	DimEmployee	
Vet - Disabled	Obsolete code retained for historical reporting. Previously used to designate a veteran as disabled. Example: X	IT-0077	DimEmployee	
Vet - Non Veteran	Indicator identifying a person who does not qualify for Veteran's Status or has not disclosed any military service. Example: X	IT-0077	DimEmployee	
Vet - Not Protected	Obsolete code retained for historical reporting. Previously used to designate a veteran who is not eligible for protected status. Example: X	IT-0077	DimEmployee	
Vet - Other Protected	Primary indicator identifying a person with a veteran status. Example: X	IT-0077	DimEmployee	
Vet - Prefers Not To Answer	Indicator for a person whose veteran status is unknown or who has indicated they prefer not to provide this information. Example: X	IT-0077	DimEmployee	
Vet - Recently Separated	Obsolete code retained for historical reporting. Previously used to designate a veteran recently separated from service. Example: X	IT-0077	DimEmployee	
Vet - Special Disabled	Primary indicator identifying a disabled veteran. Example: X	IT-0077	DimEmployee	
Vet - Vietnam	Indicator identifying a Vietnam era veteran. Example: X	IT-0077	DimEmployee	
Work Contract	Status of an employee's appointment. Example: Probationary	IT-0001	DimEmployee	

Objects	Description	InfoType	Dimension	Comments
Work Contract Code	The code for Work Contract . Example: 02	IT-0001	DimEmployee	
Work Phone	An employee's work phone number. Example: 3609020420ext21	IT-0006	DimEmployee	
Work Schedule Rule	An employee's scheduled working hours and how the hours are distributed for a specific period. Example: 5-8s: M-F 8 hpd	IT-0007	DimEmployee	
Work Schedule Rule Code	The system generated unique identifier for Work Schedule Rule . Example: FULL	IT-0007	DimEmployee	
Workers Comp	The Worker's Compensation risk class. Example: 3000-5300-00 Admin Field Personnel	IT-0234	DimEmployee	
Workers Comp Code	The code for Workers Comp . Example: 0448	IT-0234	DimEmployee	
Workforce Indicator (EE)	A type of employment designation for a group of specific job classes; based on the job held by an employee. Example: At-Will	IT-1001	DimJob	
Workforce Indicator Code (EE)	The system assigned number for Workforce Indicator (EE) . Example: 80148586	IT-1001	DimJob	
Employee Personal Info				
Date of Birth	An employee's date of birth. Example: 1972-07-26	IT-0002	EmployeePersona Info	Secure User Role required.
Email Address	An employee's work email address. Example: Barbara.Jones@agency.wa.gov	IT-0105	EmployeePersona Info	Secure User Role required.
Emergency Contact First Name	The first name of employee's emergency contact. Example: LaTanya	IT-0021	EmployeePersona Info	Secure User Role required.
Emergency Contact Last Name	The last name of an employee's emergency contact. Example: Richardson	IT-0021	EmployeePersona Info	Secure User Role required.
Emergency Contact Phone Number	The telephone number with area code of employee's emergency contact. Example: 606-872-1324	IT-0021	EmployeePersona Info	Secure User Role required.
Home - Address Line 1 (EE)	An employee's home address line 1. Example: 123 85th Ave NE	IT-0006	EmployeePersona Info	Secure User Role required.

Objects	Description	InfoType	Dimension	Comments
Home - Address Line 2 (EE)	An employee's home address line 2. Example: Apt. G	IT-0006	EmployeePersona Info	Secure User Role required.
Home - City (EE)	An employee's home address city. Example: TUMWATER	IT-0006	EmployeePersona Info	Secure User Role required.
Home - County (EE)	An employee's home address county. Example: Thurston County	IT-0006	EmployeePersona Info	Secure User Role required.
Home - County Code (EE)	The code for Home - County (EE) . Example: 34	IT-0006	EmployeePersona Info	Secure User Role required.
Home - State (EE)	An employee's home address state. Example: WA	IT-0006	EmployeePersona Info	Secure User Role required.
Home - Zip Code (EE)	An employee's home address postal code. Example: 98501	IT-0006	EmployeePersona Info	Secure User Role required.
Phone Number	An employee's home phone number. Example: 253-419-2486	IT-0006	EmployeePersona Info	Secure User Role required.
Social Security Number	An employee's Social Security Number. Example: 123-45-6789	IT-0002	EmployeePersona Info	Secure User Role required.
Organization				
Business Area	A specific agency in the State of Washington. Example: Office of Financial Management	IT-1001	DimOrganization	
Business Area Code	The four-digit number for Business Area . Example: 1050	IT-1001	DimOrganization	
Master Cost Center	An object in HRMS that represents a defined location of cost incurrence. Example: DEFAULT AGENCY 105	IT-0027, IT-1018	DimOrganization	
Master Cost Center Code	The code for Master Cost Center . Example: 1050000000	IT-0027, IT-1018	DimOrganization	
Organizational Abbr	The organizational unit abbreviation that represents departments, regions, divisions, units or other groupings within an Agency. Example: 015	IT-1000	DimOrganization	
Organizational Unit	Represents departments, regions, divisions, or units within an Agency. Example: RULES AND APPEALS	IT-1000	DimOrganization	
Organizational Unit Code	The system assigned number for Organizational Unit . Example: 31008159	IT-1000	DimOrganization	

Objects	Description	InfoType	Dimension	Comments
Organizational Hierarchy				
Organizational Unit L1-L20	Hierarchy of organizational units based on the relationships in HCM, with Level 1 being the highest level in an organization. Example: 30000000 - State of Washington			
Position				
Assignment Pay Indicator (POS)	Indicator used to identify positions that are eligible for assignment pay. Example: X	IT-1001	DimPosition	
Bkgd Check Req'd Indicator	Indicator for positions that require a background check. Example: 1	IT-1660	DimPosition	
Budgeted Indicator	An indicator representing if a position's funding is included in the current budget. Example: X	IT-1008	DimPosition	
Business Area (POS)	A specific agency in the State of Washington. Example: Office of Financial Management	IT-1008	DimPosition	
Business Area Code (POS)	The four-digit number for Business Area (POS) . Example: 1050	IT-1008	DimPosition	
Chief Position Indicator	Indicator for a 'chief' position of an organizational unit. A position becomes a 'chief' position when the 'Manages...' relationship exists between the position and the org unit. Example: X	IT-1001	DimPosition	
Compressed Workweek (POS)	Designation for whether a position's current work schedule allows full-time employees to eliminate at least one workday every two weeks by working longer hours during the remaining days. Example: Position Eligible	IT-9901	DimPosition	
Compressed Workweek Code (POS)	The code for Compressed Workweek (POS) . Example: PE	IT-9901	DimPosition	
Cost Distribution Allocation Code (POS)	Position coding to charge payroll costs to an allocation code. (AFRS Agency Code + AFRS Allocation) Example: 3006156	IT-1018	DimPositionCostDistribution	
Cost Distribution Cost Center Code (POS)	Position coding to charge payroll costs to an AFRS organizational index. (AFRS Agency Code + AFRS Org Index + 000) Example: 1631111000	IT-1018	DimPositionCostDistribution	

Objects	Description	InfoType	Dimension	Comments
Cost Distribution Cost Object Code (POS)	Position coding to charge payroll costs to an AFRS Master Index. (AFRS Agency Code + AFRS Master Index + 0) Example: 461D51PF1E00	IT-1018	DimPositionCostDistribution	
Cost Distribution Functional Area Code (POS)	Position coding to charge payroll costs to an AFRS Program Index. (AFRS Agency Code + AFRS Program Index + 00000000) Example: 163A111100000000	IT-1018	DimPositionCostDistribution	
Cost Distribution Fund (POS)	The name of the Cost Distribution Fund Code (POS) . Example: ENTERPRISE SERVICES	IT-1018	DimPositionCostDistribution	
Cost Distribution Fund Code (POS)	Position coding to charge payroll costs to an AFRS Fund and/or Appropriation Index. (AFRS Agency Code + AFRS Fund + AFRS Appn Index + 0) Example: 1794229690	IT-1018	DimPositionCostDistribution	
Cost Distribution Percent (POS)	Percentage of payroll costs associated with the position cost distribution coding. Example: 100.00	IT-1018	DimPositionCostDistribution	
Cost Distribution Project Code (POS)	Position coding to charge payroll costs to a project. (AFRS Agency Code + AFRS Project + AFRS Sub Project + AFRS Project Phase) Example: 461A1250401	IT-1018	DimPositionCostDistribution	
Dual Lang Indicator (POS)	Indicator used to identify positions that are eligible for dual language assignment pay. Example: X	IT-1001	DimPosition	
Duty Station County	The county in which the position is located. Example: Thurston County	IT-1660	DimPosition	
Duty Station County Code	The code for Duty Station County. Example: 34	IT-1660	DimPosition	
EEO Category (POS)	A job attribute that groups jobs into specific pre-defined categories according to type of work performed; based on the job assigned to the position. Example: Officials & Administrators	IT-1610	DimJob	
EEO Category Code (POS)	The code EEO Category (POS) . Example: 41	IT-1610	DimJob	
Employee Group (POS)	The status of the position. Example: Appointed	IT-1013	DimPosition	
Employee Group Code (POS)	The code for Employee Group (POS) . Example: 9	IT-1013	DimPosition	

Objects	Description	InfoType	Dimension	Comments
Employee Subgroup (POS)	A sub-group that defines salary rate unit and overtime eligibility for a position. Example: M-OT elig>40hrs/wk	IT-1013	DimPosition	
Employee Subgroup Code (POS)	The code for Employee Subgroup (POS) . Example: 06	IT-1013	DimPosition	
ES Grouping for CAP (POS)	The type of work period designation for Employee Subgroup Group (ESG) for Collective Agreement Provision (CAP) based on the position's Employee Subgroup. Example: 3	IT-1005	DimPosition	
Flextime (POS)	Flextime allows the employee to have flexible start and end times that are outside the agency's normal work hours. Example: Position Eligible	IT-9901	DimPosition	
Flextime Code (POS)	The code for Flextime (POS) . Example: PE	IT-9901	DimPosition	
Full-Time Equivalent	The Full-Time Equivalent for the percent of the basic work hours assigned to the position. Example: 1.00	IT-1011	DimPosition	
Job (POS)	The name of job assigned to a position. Example: HUMAN RESOURCE CONSULTANT 3	IT-1000	DimJob	
Job Class Abbr (POS)	The alphanumeric job class code for Job (POS) . Example: 119G	IT-1000	DimJob	
Job Code (POS)	The system assigned number given to Job (POS) . Example: 51000737	IT-1000	DimJob	
Job Group (POS)	An agency defined group of jobs used for Affirmative Action Plan reporting; based on Job (POS) . Example: Officials, Administrators and Managers.	IT-1001	DimJobGroup	
Job Group Abbr (POS)	An agency defined number for Job Group (EE) . Example: 1600-02	IT-1001	DimJobGroup	
Job Group Code (POS)	The system assigned number for Job Group (EE) . Example: 80147234	IT-1001	DimJobGroup	
JVAC Points	The type of Job Value Assessment Chart (JVAC) points used to evaluate WMS positions and salary band placement. Example: Individual Contributor	IT-1001	DimPosition	

Objects	Description	InfoType	Dimension	Comments
JVAC Points Abbr	The abbreviation of the Job Value Assessment Chart (JVAC) points used to evaluate WMS positions and salary band placement. Example: IC_X2B-589	IT-1001	DimPosition	
JVAC Points Code	The system assigned number for JVAC Points. Example: 80166343	IT-1001	DimPosition	
JVAC Points Old	The old Job Value Assessment Chart (JVAC) points used to evaluate WMS positions and salary band placement prior to April 2013. Example: B3X-0586	IT-1002	DimPosition	
Management Type	Groups of positions assigned different types of management. Example: Consultant	IT-1001	DimPosition	
Management Type Code	The system assigned number for Management Type . Example: 80096314	IT-1001	DimPosition	
Market Segment	A position's industry or market segment. Example: Natural Resources/Science	IT-1001	DimPosition	
Market Segment Code	The system assigned number for Market Segment . Example: 80121920	IT-1001	DimPosition	
Multifilled Indicator	Indicator for positions held by more than one employee. Example: X	IT-1001	DimPosition	
Pay Amount From (POS)	The lowest dollar amount within a range for compensation on a position's Planned Compensation record. Example: 54,384.00	IT-1005	DimPosition	
Pay Amount To (POS)	The highest dollar amount within a range for compensation on a position's Planned Compensation record. Example: 99,804.00	IT-1005	DimPosition	
Pay Area (POS)	A collection of pay ranges, steps, and rates that comprise a pay schedule based on a position's Planned Compensation record Example: Standard Progression	IT-1005	DimPosition	
Pay Area Code (POS)	The code for Pay Area (POS) . Example: 01	IT-1005	DimPosition	
Pay Group (POS)	The range or band on a position's Planned Compensation record. Example: 62	IT-1005	DimPosition	

Objects	Description	InfoType	Dimension	Comments
Pay Level From (POS)	The lowest step or level within a range for compensation on a position's Planned Compensation record. Example: A	IT-1005	DimPosition	
Pay Level To (POS)	The highest step or level within a range for compensation on a position's Planned Compensation record. Example: L	IT-1005	DimPosition	
Pay Type (POS)	The compensation structure on a position's Planned Compensation record. Example: TEAMSTERS 117	IT-1005	DimPosition	
Pay Type Code (POS)	The code for Pay Type (POS) . Example: 04	IT-1005	DimPosition	
Personnel Area (POS)	A specific agency/sub-agency in the State of Washington. Example: Western State Hospital	IT-1001	DimPosition	
Personnel Area Code (POS)	The code for Personnel Area (POS) . Example: 3008	IT-1001	DimPosition	
Personnel Subarea (POS)	A subdivision of Personnel Area that identifies Bargaining Units, WMS, Exempt and non-Represented positions. Example: Non Represented	IT-1008	DimPosition	
Personnel Subarea Code (POS)	The code for Personnel Subarea (POS) . Example: 0001	IT-1008	DimPosition	
Position	The title for a position. Example: STATE FINANCIAL CONSULTANT	IT-1000	DimPosition	
Position Abbr	The position's agency assigned number (short-text). Example: 0169	IT-1000	DimPosition	
Position Code	The system assigned number given to each unique position. Example: 71926805	IT-1000	DimPosition	
Position Description Date	Text field describing the last date a WMS position description was updated. Example: 07/01/2010	IT-1002	DimPosition	
Position Evaluation Date	Test field describing the last date a WMS position JVAC was evaluated. Example: 10/01/2016	IT-1002	DimPosition	
Position Percentage	The percent of the basic work hours assigned to the position. Example: 100	IT-1011	DimPosition	

Objects	Description	InfoType	Dimension	Comments
Primary Inclusion Criteria	The name of the Primary Inclusion Criteria used to determine if a position should be included in the Washington Management Service classification. Example: Adm one or more SW Policies/Prgms	IT-1001	DimPosition	
Primary Inclusion Criteria Abbr	The abbreviated name of the Primary Inclusion Criteria used to determine if a position should be included in the Washington Management Service classification. Example: Admin SWP	IT-1001	DimPosition	
Primary Inclusion Criteria Code	The system assigned number for Primary Inclusion Criteria . Example: 80149055	IT-1001	DimPosition	
Retirement Eligible Position Indicator	An indicator designating a position as retirement benefits eligible. Example: X	IT-1008	DimPosition	
Secondary Inclusion Criteria	The name of the Secondary Inclusion Criteria used to determine if a position should be included in the Washington Management Service classification. Example: SUB RESP PERS/LEG/INFO ADMIN OF BDGT	IT-1001	DimPosition	
Secondary Inclusion Criteria Abbr	The abbreviated name of the Secondary Inclusion Criteria used to determine if a position should be included in the Washington Management Service classification. Example: SUB RPAB	IT-1001	DimPosition	
Secondary Inclusion Criteria Code	The system assigned number for Secondary Inclusion Criteria . Example: 80166334	IT-1001	DimPosition	
Shift Designation	Text entered in the Shift Designation Subtype of the position's Description infotype. Example: 1-Days	IT-1002	DimPosition	
Supervisor Name	The concatenated full name (Name - Last, Name - First, Name – Middle) derived from Supervisor Personnel Number . Example: JACKSON SAMUEL L			
Supervisor Personnel Number	The supervisor's unique Personnel Number . Example: 21823491	IT-1001	DimPosition	
Supervisor Position	The title of a supervisor's position derived from Supervisor Personnel Number . Example: PREPAREDNESS AND RESPONSE UNIT SUPV		DimPosition	
Supervisor Position Abbr	The agency assigned number (short-text) of a supervisor's position derived from Supervisor Personnel Number . Example: WM01		DimPosition	

Objects	Description	InfoType	Dimension	Comments
Supervisor Position Code	The system assigned number given to a supervisor's position derived from Supervisor Personnel Number . Example: 71050044		DimPosition	
Telework (POS)	Assessment of position for eligibility for working from home or other alternative locations through the use of technology. Example: Position Eligible	IT-9901	DimPosition	
Telework Code (POS)	The code for Telework (POS) . Example: PE	IT-9901	DimPosition	
UFI Address Line 1 (POS)	Address line 1 for a position's main work location. Example: 949 Market St	IT-1028	DimPosition	
UFI Address Line 2 (POS)	Address line 2 for position's main work location. Example: SUITE A	IT-1028	DimPosition	
UFI Address Supplemental (POS)	Supplemental information field on a position's address record, used for various information. Example: REGION 3 - HABITAT	IT-1028	DimPosition	
UFI City (POS)	The city of a position's main work location address. Example: TACOMA	IT-1028	DimPosition	
UFI Code (POS)	A position's Unique Facility Identifier (UFI) as listed in the state's Facilities Inventory maintained by the Office of Financial Management. Example: A00066	IT-1028	DimPosition	
UFI Country (POS)	The country in which a position's main work address is located. Example: US	IT-1028	DimPosition	
UFI County (POS)	The county in which a position's main work address is located. Example: PIERCE	IT-1028	DimPosition	
UFI Homebased Indicator (POS)	An indicator if a position's main work location is homebased. Example: X	IT-1028	DimPosition	
UFI House Number (POS)	The additional "House number" field on the position's address record. Example: Bldg C	IT-1028	DimPosition	
UFI State (POS)	The state for a position's main work location address. Example: WA	IT-1028	DimPosition	
UFI Zip Code (POS)	The postal code for a position's main work location address. Example: 98402	IT-1028	DimPosition	

Objects	Description	InfoType	Dimension	Comments
Vacancy Indicator	Indicator for positions considered vacant. Example: X	IT-1007	DimPosition	
Vacated Date	The date a position was considered vacant. Example: 2015-07-29	IT-1007	DimPosition	
Workforce Indicator (POS)	A type of employment designation for a group of specific job classes; based on the job assigned to the position. Example: At-Will	IT-1001	DimJob	
Workforce Indicator Code (POS)	The system assigned number for Workforce Indicator (POS) . Example: 80148586	IT-1001	DimJob	
Wage Type				
Wage Type	A type of payment that separates amounts and time units for various business processes. Example: Pay Period Salary		DimWageType	
Wage Type Abbr	The short text abbreviation for a type of payment that separates amounts and time units for various business processes. Example: PPSalary		DimWageType	
Wage Type Code	The code identifying the wage type. Example: 1003		DimWageType	

Objects	Description
Date	
Calendar Year	YYYY
Calendar Year Month	YYYYMM
Calendar Year Quarter	YYYYQ
Fiscal Year	YYYY
Fiscal Year Month	YYYYMM
Fiscal Year Quarter	YYYYQ
Universe Refresh Date	The date the data was last loaded in to the universe. Example: 7/18/2018 2:51:53 AM

Objects	Description
Headcount Measures	
Age (Years)	Last day of reporting period minus Date of Birth .
Distinct Employee Count	A distinct count of Personnel Numbers during a given time period.
Number of Employee Records	Count of the number of Employee Records
Present Appointment (Years)	Length of service in the employee's current position (in years/months); last day of reporting period minus Date - Appointment .
Salary - Annual	Sum of amounts from all records for Basic Pay (0008), Recurring Payments/Deductions (0014) and Additional Payment (0015) InfoTypes per employee and year.
Salary - Monthly	Salaried Employee = (SalaryUnitAmount*2) x (Cap.Utilization) for salaried employee) Hourly Employee = (SalaryUnitAmount*174) x (Cap.Utilization)
Salary - Unit Amount	Amount of wage type 1003 for salaried employee or wage type 1001 for hourly employee.
Service Years (Anniversary)	Last day of reporting period minus Date - Anniversary .
Service Years (Seniority)	Last day of reporting period minus Date - Seniority .
Measures	
Amount	Cost or Wage Type amounts in dollars.
Cost Distribution Amount (EE)	For use with Wage Types to display appropriate amounts based on the Cost Distribution Percent (EE) . Do Not Use with Cost Distribution Amount (POS) unless merging queries.
Cost Distribution Amount (POS)	For use with Wage Types to display appropriate amounts based on the Cost Distribution Percent (POS) . Do Not Use with Cost Distribution Amount (EE) unless merging queries.
Hours	Employee hours worked.
Date Filters	
Current Calendar Year Month	Restricts results to the Current Calendar Year Month.
Last Calendar Day of Month Values	Restricts results to records active on the last day of the calendar month(s) selected in the Query Filter. For use with Dates: Calendar Month, Calendar Year Month, Current Calendar Year Month, or Previous Calendar Year Month .
Last Calendar Day of Quarter Values	Restricts results to records active on the last day of the calendar quarter(s) selected in the Query Filter. For use with Dates: Calendar Quarter or Calendar Year Quarter .
Last Calendar Day of Year Values	Restricts results to records active on the last day of the calendar year(s) selected in the Query Filter. For use with Date: Calendar Year .
Last Day of Fiscal Month Values	Restricts results to records active on the last day of the fiscal month(s) selected in the Query Filter. For use with Dates: Fiscal Month or Fiscal Year Month .

Objects	Description
Last Day of Fiscal Quarter Values	Restricts results to records active on the last day of the fiscal quarter(s) selected in the Query Filter. For use with Dates: Fiscal Quarter or Fiscal Year Quarter .
Last Day of Fiscal Year Values	Restricts results to records active on the last day of the fiscal year(s) selected in the Query Filter. For use with Date: Fiscal Year .
Previous Calendar Year Month	Restricts results to the Previous Calendar Year Month.
Filters	
Branches - Executive (EE)	Restricts employee records to the Executive Branch by excluding employees with personnel areas assigned to the Judicial and Legislative Branches.
Branches - Executive (POS)	Restricts position records to the Executive Branch by excluding positions with personnel areas assigned to the Judicial and Legislative Branches.
Branches - Judicial (EE)	Restricts records to include employees with personnel areas assigned to the Judicial Branch.
Branches - Judicial (POS)	Restricts records to include positions with personnel areas assigned to the Judicial Branch.
Branches - Legislative (EE)	Restricts records to include employees with personnel areas assigned to the Legislative Branch.
Branches - Legislative (POS)	Restricts records to include positions with personnel areas assigned to the Legislative Branch.
Non-Employee Exclusion (EE)	Restricts employee records by excluding employees with non-employee personnel areas, organizational units, work contracts or work-study pay areas.
Non-Employee Exclusion (POS)	Restricts position records by excluding positions with non-employee personnel areas, organizational units, employee groups, or work-study pay areas.
Overtime Eligible (EE)	Restricts employee records to Employee Subgroups identified as overtime (OT) eligible.
Overtime Eligible (POS)	Restricts position records to Employee Subgroups identified as overtime (OT) eligible.
Wage Types – Overtime Amount	Restricts records to those wage types related to overtime amounts. Do not use with Wage Types – Overtime Hours .
Wage Types – Overtime Hours	Restricts records to those wage types related to overtime hours. Do not use with Wage Types – Overtime Amount .
Work Contracts - Non-Permanent	Restricts records to include non-permanent work contracts when reporting on employee headcount or actions. Does not include seasonal or intended to become permanent work contracts.
Work Contracts - Permanent	Restricts records to include permanent or intended to become permanent work contracts (including seasonal work contracts) when reporting on employee headcount.
Work Contracts - Seasonal	Restricts records to include seasonal work contracts when reporting on employee headcount or actions.