

Effective Date: 3/26/2026				Outbound Interface Record Layout		SAP Data Source			
Field name	Desc	Start Position	Length	Functional Notes/Calculation/Translation	Value Table Reference	Table/Infotype	Field Name	Desc	Comments
<b>Record type 0000 (Actions)</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0000	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0000	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0000		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0000	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0000	ENDDA	End Date	
Action Type	CHAR(2)	69	2		Action Types	PA0000	MASSN	Action Code to represent New Hire, Rehire, Termination, Retirement, etc.	
Action Reason	CHAR(2)	71	2		Action and Action Reason	PA0000	MASSG	Reason code for the Action Type	
Employment Status	CHAR(1)	73	1		Employment Status	PA0000	STAT2	Employment Status (Active, Inactive, Retiree, etc)	
<b>Total</b>			<b>73</b>						
<b>Record type 0001 (Organizational Assignment) - Map Employee to Position</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0001	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0001	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0001		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0001	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0001	ENDDA	End Date	
Position Number	NUMC(8)	69	8			PA0001	PLANS	Position Number (assigned by SAP)	
Position Code	CHAR(12)	77	12			HRP1000	SHORT	Position Number (originally from PAY1)	
Position Title	CHAR(40)	89	40			HRP1000	STEXT	Position Title	
Job Class	NUMC(8)	129	8			PA0001	STELL	Job Key (assigned by SAP)	
Job Class Code	CHAR(12)	137	12			HRP1000	SHORT	Job Class Code (originally from PAY1)	
Job Title	CHAR(40)	149	40			HRP1000	STEXT	Job Title	
Organization Unit	NUMC(8)	189	8			PA0001	ORGEH	Org Unit (assigned by SAP)	
Organization Code	CHAR(12)	197	12			HRP1000	SHORT	Org Code originally (from PAY1)	
Organization Title	CHAR(40)	209	40			HRP1000	STEXT	Org Title	
Time Administrator (Attendance Unit)	CHAR(3)	249	3		Time Administrator	PA0001	SACHZ	Attendance Unit (originally from PAY1)	
Work Contract Type	CHAR(2)	252	2		Work Contract Type	PA0001	ANSVH	Employee Group and Work Contract Type = Appointment Status (originally from PAY1)	
Org. Key	CHAR(14)	254	14		No values for reference - agency direct entry	PA0001	VDSK1	Appointment Org Unit code	
Business Area Code	CHAR(4)	268	4		Business Area	PA0001	GSBER	Business Area	
<b>Total</b>			<b>271</b>						
<b>Record type 0002 (Personal Data)</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0002	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0002	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0002		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0002	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0002	ENDDA	End Date	
Employee Name	CHAR(30)	69	30			PA0001	SNAME	Employee Name; formatted LAST_NAME FIRST_NAME	
Last Name	CHAR(40)	99	40			PA0002	NACHA	Last Name	
First Name	CHAR(40)	139	40			PA0002	VORNA	First Name	
Middle Name	CHAR(40)	179	40			PA0002	MIDNM	Middle Name	
Alias (Known As)	CHAR(40)	219	40			PA0002	RUFNM	Alias	
Date of Birth	CHAR(8)	259	8	CCYYMMDD		PA0002	GBDAT	Birth date	
Sex Assigned At Birth	CHAR(1)	267	1		Sex Assigned At Birth	PA0002	GESCH	Sex Assigned At Birth (code to identify male, female)	
Marital Status	CHAR(1)	268	1		Marital Status	PA0002	FAMST	Marital Status (code to identified married, single, divorced, etc.)	
Marital Status Date	CHAR(8)	269	8	CCYYMMDD		PA0002	FAMDT	Effective Date for Marital Status	
Suffix	CHAR(15)	277	15			PA0002	NAMZU	Title: Jr, Sr.	

Outbound Interface Record Layout					SAP Data Source				
Field name	Desc	Start Position	Length	Functional Notes/Calculation/Translation	Value Table Reference	Table/Infotype	Field Name	Desc	Comments
Gender Identity	CHAR(1)	292	1		Gender Identity	PA0002	ZZGENID	Gender Identity Code (code to identify unspecified, female, male, X/non-Binary)	
<b>Total</b>			<b>292</b>						
<b>Record type 0006 (Addresses) - Multiple records permissible</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0006	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0006	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0006			N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0006	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0006	ENDDA	End Date	
Address Type	CHAR(4)	69	4	Type of address	Address Type	PA0006	ANSSA	Address Record Type	
Street line 1	CHAR(60)	73	60			PA0006	STRAS	Street line 1	
Street line 2	CHAR(40)	133	40			PA0006	LOCAT	Street line 2	
City	CHAR(40)	173	40			PA0006	ORT01	City	
State/Region	CHAR(3)	213	3			PA0006	STATE	State	
Zip code	CHAR(10)	216	10			PA0006	PSTLZ	Zip Code	
County	CHAR(3)	226	3		County	PA0006	COUNC	County Code	
Country	CHAR(3)	229	3			PA0006	LAND1	Country Code (i.e. USA)	
Home Phone	CHAR (20)	232	20			PA0006	TELNR	Home Phone Number	
Phone Type	CHAR (4)	252	4		Phone Type	PA0006	COM01	Communication Type (i.e. cell phone, work phone, fax, voice mail, etc.)	
Phone number	CHAR (20)	256	20			PA0006	NUM01	Phone Number	
Phone Type	CHAR (4)	276	4		Phone Type	PA0006	COM02	Communication Type (i.e. cell phone, work phone, fax, voice mail, etc.)	
Phone number	CHAR (20)	280	20			PA0006	NUM02	Phone Number	
Phone Type	CHAR (4)	300	4		Phone Type	PA0006	COM03	Communication Type (i.e. cell phone, work phone, fax, voice mail, etc.)	
Phone number	CHAR (20)	304	20			PA0006	NUM03	Phone Number	
Phone Type	CHAR (4)	324	4		Phone Type	PA0006	COM04	Communication Type (i.e. cell phone, work phone, fax, voice mail, etc.)	
Phone number	CHAR (20)	328	20			PA0006	NUM04	Phone Number	
<b>Total</b>			<b>347</b>						
<b>Record type 0007 (Planned Working Time) - Employee Work Schedule</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0007	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0007	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0007			N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0007	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0007	ENDDA	End Date	
Work Schedule	CHAR(8)	69	8		Work Schedules	PA0007	SCHKZ	Work schedule rule	
Time Mgt Status	NUMC(1)	77	1		Time Mgt Status	PA0007	ZTERF	Time Mgmt status	
Working Week	CHAR(2)	78	2			PA0007	W WEEK	Working week	
Full Time Percent	DEC 3.2	80	6	3 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("-" for negative amount, " " for positive amount)		PA0007	EMPCT	Employment percent	
Hours worked - daily	DEC 3.2	86	6	3 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("-" for negative amount, " " for positive amount)		PA0007	ARBST	Daily working hours	
Hours worked - weekly	DEC 3.2	92	6	3 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("-" for negative amount, " " for positive amount)		PA0007	WOSTD	Weekly working hours	
Hours worked - monthly	DEC 3.2	98	6	3 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("-" for negative amount, " " for positive amount)		PA0007	MOSTD	Monthly working hours	
Hours worked - yearly	DEC 5.2	104	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("-" for negative amount, " " for positive amount)		PA0007	JRSTD	Annual working hours	
Days worked - weekly	DEC 2.2	112	5	2 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("-" for negative amount, " " for positive amount)		PA0007	WKWDY	Weekly workdays	
Part-Time Indicator	CHAR(1)	117	1	Blank = NO, "X" = YES		PA0007	TEILK	Part-Time Indicator	

Outbound Interface Record Layout					SAP Data Source				
Field name	Desc	Start Position	Length	Functional Notes/Calculation/Translation	Value Table Reference	Table/Infotype	Field Name	Desc	Comments
ACA Status Code	CHAR(2)	118	2			PA0007	ZACA_CODE	ACA Status Code	
Time Type Override, Reporter Flag	CHAR(1)	120	1			PA0007	ZTLA_TR_OVR	Time Reporter Type Override	
<b>Total</b>			<b>120</b>						
<b>Record type 0008 (Basic Pay)</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0008	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0008	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0008			N/A	N/A	
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0008	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0008	ENDDA	End Date	
Pay Scale Reason for Change	CHAR(2)	69	2		Pay Scale Reason for Change	PA0008	PREAS	Pay Scale Reason for Change	
Pay Scale Type	CHAR(2)	71	2		Pay Scale Type and Area	PA0008	TRFAR	Pay Scale Type	
Pay Scale Area	CHAR(2)	73	2		Pay Scale Type and Area	PA0008	TRFGB	Pay Scale Area	
Pay Scale Group	CHAR(8)	75	8	Range	Pay Structure	PA0008	TRFGR	Pay Scale Group	
Pay Scale Level	CHAR(2)	83	2	Step		PA0008	TRFST	Pay Scale Level	
Annual Salary	DEC 10.2	85	13	10 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	ANSAL	Annual Salary	
Salary Component (Pay Code)	CHAR(4)	98	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA01	Wage type	
Salary Rate	DEC 5.2	102	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET01	Wage type amount for payments	
Add to Total Amount 1	CHAR(1)	110	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).	
Salary Component (Pay Code)	CHAR(4)	111	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA02	Wage type	
Salary Rate	DEC 5.2	115	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET02	Wage type amount for payments	
Add to Total Amount 2	CHAR(1)	123	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).	
Salary Component (Pay Code)	CHAR(4)	124	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA03	Wage type	
Salary Rate	DEC 5.2	128	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET03	Wage type amount for payments	
Add to Total Amount 3	CHAR(1)	136	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).	
Salary Component (Pay Code)	CHAR(4)	137	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA04	Wage type	
Salary Rate	DEC 5.2	141	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET04	Wage type amount for payments	
Add to Total Amount 4	CHAR(1)	149	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).	
Salary Component (Pay Code)	CHAR(4)	150	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA05	Wage type	
Salary Rate	DEC 5.2	154	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET05	Wage type amount for payments	
Add to Total Amount 5	CHAR(1)	162	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).	

Outbound Interface Record Layout						SAP Data Source			
Field name	Desc	Start Position	Length	Functional Notes/Calculation/Translation	Value Table Reference	Table/Infotype	Field Name	Desc	Comments
Salary Component (Pay Code)	CHAR(4)	163	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA06	Wage type	
Salary Rate	DEC 5.2	167	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET06	Wage type amount for payments	
Add to Total Amount 6	CHAR(1)	175	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).	
Salary Component (Pay Code)	CHAR(4)	176	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA07	Wage type	
Salary Rate	DEC 5.2	180	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET07	Wage type amount for payments	
Add to Total Amount 7	CHAR(1)	188	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).	
Salary Component (Pay Code)	CHAR(4)	189	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA08	Wage type	
Salary Rate	DEC 5.2	193	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET08	Wage type amount for payments	
Add to Total Amount 8	CHAR(1)	201	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).	
Salary Component (Pay Code)	CHAR(4)	202	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA09	Wage type	
Salary Rate	DEC 5.2	206	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET09	Wage type amount for payments	
Add to Total Amount 9	CHAR(1)	214	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).	
Salary Component (Pay Code)	CHAR(4)	215	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA10	Wage type	
Salary Rate	DEC 5.2	219	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET10	Wage type amount for payments	
Add to Total Amount 10	CHAR(1)	227	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).	
Salary Component (Pay Code)	CHAR(4)	228	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA11	Wage type	
Salary Rate	DEC 5.2	232	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET11	Wage type amount for payments	
Add to Total Amount 11	CHAR(1)	240	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).	
Salary Component (Pay Code)	CHAR(4)	241	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA12	Wage type	
Salary Rate	DEC 5.2	245	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET12	Wage type amount for payments	
Add to Total Amount 12	CHAR(1)	253	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).	
Salary Component (Pay Code)	CHAR(4)	254	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA13	Wage type	
Salary Rate	DEC 5.2	258	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET13	Wage type amount for payments	
Add to Total Amount 13	CHAR(1)	266	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).	

Outbound Interface Record Layout						SAP Data Source				
Field name	Desc	Start Position	Length	Functional Notes/Calculation/Translation	Value Table Reference	Table/Infotype	Field Name	Desc	Comments	
Salary Component (Pay Code)	CHAR(4)	267	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA14	Wage type		
Salary Rate	DEC 5.2	271	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET14	Wage type amount for payments		
Add to Total Amount 14	CHAR(1)	279	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).		
Salary Component (Pay Code)	CHAR(4)	280	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA15	Wage type		
Salary Rate	DEC 5.2	284	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET15	Wage type amount for payments		
Add to Total Amount 15	CHAR(1)	292	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).		
Salary Component (Pay Code)	CHAR(4)	293	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA16	Wage type		
Salary Rate	DEC 5.2	297	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET16	Wage type amount for payments		
Add to Total Amount 16	CHAR(1)	305	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).		
Salary Component (Pay Code)	CHAR(4)	306	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA17	Wage type		
Salary Rate	DEC 5.2	310	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET17	Wage type amount for payments		
Add to Total Amount 17	CHAR(1)	318	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).		
Salary Component (Pay Code)	CHAR(4)	319	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA18	Wage type		
Salary Rate	DEC 5.2	323	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET18	Wage type amount for payments		
Add to Total Amount 18	CHAR(1)	331	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).		
Salary Component (Pay Code)	CHAR(4)	332	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA19	Wage type		
Salary Rate	DEC 5.2	336	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET19	Wage type amount for payments		
Add to Total Amount 19	CHAR(1)	344	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).		
Salary Component (Pay Code)	CHAR(4)	345	4		No longer maintain spreadsheet Run HRMS transaction ZHR_RPTPY004 - Wage Type Report	PA0008	LGA20	Wage type		
Salary Rate	DEC 5.2	349	8	5 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("- " for negative amount, " " for positive amount)		PA0008	BET20	Wage type amount for payments		
Add to Total Amount 20	CHAR(1)	357	1	X = add to salary; blank = do not add to salary		T511	ADSUM	This indicator controls if the wage type amount is taken into account to determine total salary for infotype 0008 (Basic Pay).		
Date of Next Increase (PID)	CHAR(8)	358	8	CCYYMMDD		PA0008	STVOR	Date of Next Increase		
<b>Total</b>			<b>365</b>							
<b>Record type 0016 (Contract Elements) - Probationary Period</b>										
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)		
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)		
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)		
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)		
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number		
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number		

Outbound Interface Record Layout						SAP Data Source			
Field name	Desc	Start Position	Length	Functional Notes/Calculation/Translation	Value Table Reference	Table/Infotype	Field Name	Desc	Comments
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0016	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0016	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0016		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0016	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0016	ENDDA	End Date	
Contract Type / Permanent Status	CHAR(2)	69	2		Enterprise Structure	PA0016	CTTYP	Permanent Status	
Probationary Period (number)	DEC 3.0	71	4	3 whole numbers, no decimal positions, zero filled from the left, rightmost position reserved for sign ("-" for negative amount, " " for positive amount)		PA0016	PRBZT	Duration of Probationary period	
Probationary Period (unit)	CHAR(3)	75	3			PA0016	PRBEH	Probationary Period unit (code to identify days, weeks, months, years)	
<b>Total</b>			<b>77</b>						
<b>Record type 0019 (Monitoring of Tasks) - HR Tasks to be completed at a later date - Multiple records permissible</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0019	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0019	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0019		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0019	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0019	ENDDA	End Date	
Task Type	CHAR(2)	69	2		Task Type	PA0019	TMART	Task Type	
Date of Task	CHAR(8)	71	8	CCYYMMDD		PA0019	TERMN	Date of Task	
Processing Indicator for task	CHAR(1)	79	1			PA0019	BVMRK	Processing Indicator (New Task, Task in process, Task completed)	
Reminder Date	CHAR(8)	80	8	CCYYMMDD		PA0019	MNDAT	Reminder Date	
<b>Total</b>			<b>87</b>						
<b>Record type 0021 (Family member/Dependents) - Emergency Contact - Multiple records permissible</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0021	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0021	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0021	Family Member	N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0021	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0021	ENDDA	End Date	
Member	CHAR(4)	69	4			PA0021	FAMSA	Type of Family Record	
Last Name	CHAR(40)	73	40			PA0021	FANAM	Last Name	
First Name	CHAR(40)	113	40			PA0021	FAVOR	First Name	
Telephone Number	CHAR(14)	153	14			PA0106	TELNR	Telephone Number (Subtype '1')	
<b>Total</b>			<b>166</b>						
<b>Record type 0022 (Education) - Multiple records permissible</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0022	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0022	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0022		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0022	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0022	ENDDA	End Date	
Education code	CHAR(2)	69	2		Educational Establishment	PA0022	SLART	Educational Establishment	
Education/training	NUMC(8)	71	8		Education and Training	PA0022	AUSBI	Education/training	
Institute/location	CHAR(80)	79	80			PA0022	INSTI	Institute/location of training	
Professional License	CHAR(2)	159	2		Certificate	PA0022	SLABS	Certification	
<b>Total</b>			<b>160</b>						
<b>Record type 0023 (Previous/ Other Employers) - Identifies Concurrent Employment/Dual Appointment - Multiple records permissible</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	

Outbound Interface Record Layout						SAP Data Source			
Field name	Desc	Start Position	Length	Functional Notes/Calculation/Translation	Value Table Reference	Table/Infotype	Field Name	Desc	Comments
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0023	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0023	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0023		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0023	BEGDA	Start date	
End date	CHAR(8)	61	8	CCYYMMDD		PA0023	ENDDA	End Date	
Name of Employer	CHAR(20)	69	20			PA0023	ARBGB	Name of Employer	
City	CHAR(25)	89	25			PA0023	ORT01	City	
Job at former employers	NUMC(8)	114	8		IT0023 Job Category	PA0023	TAETE	Job at former employers	
<b>Total</b>			<b>121</b>						
<b>Record type 0027 (Cost Distribution) - Override position cost assignment - Multiple records permissible</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0027	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0027	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0027		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0027	BEGDA	Start date	
End date	CHAR(8)	61	8	CCYYMMDD		PA0027	ENDDA	End Date	
Business Area	CHAR(4)	69	4			PA0027	KGB01	Equiv. to AFRS Agency	
Functional Area	CHAR(16)	73	16			PA0027	FKBER01	Equiv. to AFRS Agency + Prog Index	
Cost Object	CHAR(12)	89	12			PA0027	KSTRG01	Equiv. to AFRS Agency + Master Index	must be custom
Fund	CHAR(10)	101	10			PA0027	FCD01	Equiv. to AFRS Agency + Fund + Appr Index	
Cost Center	CHAR(10)	111	10			PA0027	KST01	Equiv. to AFRS Agency + Org Index	
Project Structure	CHAR(11)	121	11			PA0027	ZZPROJ	Equiv. to AFRS Agency + Project + Sub-Project	must be custom
Allocation Code	CHAR(7)	132	7			PA0027	ZZALLO01	Equiv. to AFRS Agency + Allocation Code	must be custom
Percentage	DEC 3.2	139	6	3 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("." for negative amount, " " for positive amount)		PA0027	KPR01	Percent allocation	
<b>Total</b>			<b>144</b>						
<b>Record type 0040 (Objects on Loan) - Used for tracking (i.e. WSP Badge #) - Multiple records permissible</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0040	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0040	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0040		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0040	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0040	ENDDA	End Date	
Object on Loan	CHAR(4)	69	4		Object on Loan	PA0040	LEIHG	Object on Loan	
No of Object on Loan	DEC 4.0	73	5	4 whole numbers, no decimal positions, zero filled from the left, rightmost position reserved for sign ("." for negative amount, " " for positive amount)		PA0040	ANZKL	No of Object on Loan	
Measuring Unit	CHAR(3)	78	3			PA0040	ZEINH	Measuring Unit	
Loan object number	CHAR(20)	81	20			PA0040	LOBNR	Name of object on loan	
<b>Total</b>			<b>100</b>						
<b>Record type 0041 (Date Specifications) - Holds various employment dates - Multiple records permissible</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0041	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0041	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0041		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0041	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0041	ENDDA	End Date	
Date Type	CHAR(2)	69	2		Date Type	PA0041	DAR01		
Date for Date Type	CHAR(8)	71	8	CCYYMMDD		PA0041	DAT01	Anniversary/ Seniority/ Appointment date	
<b>Total</b>			<b>78</b>						
<b>Record type 0077 (Additional Personal Data)</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	

Outbound Interface Record Layout						SAP Data Source			
Field name	Desc	Start Position	Length	Functional Notes/Calculation/Translation	Value Table Reference	Table/Infotype	Field Name	Desc	Comments
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0077	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0077	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0077		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0077	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0077	ENDDA	End Date	
Ethnic code	CHAR(2)	69	2	5 options	Ethnic Origin Code	PA0077	RACKY	Ethnic Category	
Hispanic	CHAR(2)	71	2	Hispanic/Not	Ethnicity (New) Code	PA0077	ETHEN	Ethnicity Category	
Racial Category	CHAR(2)	73	2		Race Category Code	PA0077	RAC01	Racial Category 1	
Racial Category	CHAR(2)	75	2		Race Category Code	PA0077	RAC02	Racial Category 2	
Racial Category	CHAR(2)	77	2		Race Category Code	PA0077	RAC03	Racial Category 3	
Racial Category	CHAR(2)	79	2		Race Category Code	PA0077	RAC04	Racial Category 4	
Racial Category	CHAR(2)	81	2		Race Category Code	PA0077	RAC05	Racial Category 5	
Racial Category	CHAR(2)	83	2		Race Category Code	PA0077	RAC06	Racial Category 6	
Racial Category	CHAR(2)	85	2		Race Category Code	PA0077	RAC07	future use	
Racial Category	CHAR(2)	87	2		Race Category Code	PA0077	RAC08	future use	
Racial Category	CHAR(2)	89	2		Race Category Code	PA0077	RAC09	future use	
Racial Category	CHAR(2)	91	2		Race Category Code	PA0077	RAC10	future use	
Military Status	NUMC(2)	93	2		Military Status	PA0077	MILSA	Military Status	
EEO Exempt indicator	CHAR(1)	95	1		EEO Exempt Indicator	PA0077	EEOEX	EEO Exempt	
Disability	CHAR(1)	96	1		Disability	PA0077	DISAB	Disability	
Date of Determination of Disability	CHAR(8)	97	8	CCYYMMDD		PA0077	DISDT	Date of Disability Determination	
Date Employer Learned of Disability	CHAR(8)	105	8	CCYYMMDD		PA0077	DISLE	Date Employer Learned of Disability	
Veteran status	CHAR(1)	113	1		Veteran Status	PA0077	VETST	Veteran status	
Veteran status #1	CHAR(2)	114	2	V1 Non Veteran V2 Special Disabled Veteran V3 Vietnam Era Veteran V4 Other Protected Veteran V5 Recently Separated Veteran V6 Armed Forces Service Medal Veteran V7 Disabled Veteran V8 Not a Protected Veteran V9 Prefers Not to Answer	Veteran status	PA0077	VETS1	Veteran status	
Veteran status #2	CHAR(2)	116	2	See Above for Values	Veteran status	PA0077	VETS2	Veteran status	
Veteran status #3	CHAR(2)	118	2	See Above for Values	Veteran status	PA0077	VETS3	Veteran status	
Veteran status #4	CHAR(2)	120	2	See Above for Values	Veteran status	PA0077	VETS4	Veteran status	
Veteran status #5	CHAR(2)	122	2	See Above for Values	Veteran status	PA0077	VETS5	Veteran status	
Veteran status #6	CHAR(2)	124	2	See Above for Values	Veteran status	PA0077	VETS6	Veteran status	
Veteran status #7	CHAR(2)	126	2	See Above for Values	Veteran status	PA0077	VETS7	Veteran status	
Veteran status #8	CHAR(2)	128	2	See Above for Values	Veteran status	PA0077	VETS8	Veteran status	
Veteran status #9	CHAR(2)	130	2	See Above for Values	Veteran status	PA0077	VETS9	Veteran status	
Veteran status #10	CHAR(2)	132	2	See Above for Values	Veteran status	PA0077	VETS10	Veteran status	
Veteran status #11	CHAR(2)	134	2	See Above for Values	Veteran status	PA0077	VETS11	Veteran status	
Veteran status #12	CHAR(2)	136	2	See Above for Values	Veteran status	PA0077	VETS12	Veteran status	
<b>Total</b>			<b>137</b>						
<b>Record type 0081 (Military Service) - Multiple records permissible</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0081	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0081	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0081		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0081	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0081	ENDDA	End Date	
Service type	CHAR(2)	69	2		Service Type	PA0081	WDART	Service type (US Navy, National Guard, etc.)	
<b>Total</b>			<b>70</b>						
<b>Record type 0094 (Residence Status)</b>									
Personnel Area	CHAR(4)	1	4			PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4			PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1			PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2			PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	

Outbound Interface Record Layout						SAP Data Source			
Field name	Desc	Start Position	Length	Functional Notes/Calculation/Translation	Value Table Reference	Table/Infotype	Field Name	Desc	Comments
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0094	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0094	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0094		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0094	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0094	ENDDA	End Date	
Residence Status	CHAR(1)	69	1		Residence Status	PA0094	RESIS	Residence Status (Citizen, Non-Citizen, etc)	
Identification type text	CHAR(30)	70	30		Residence Identification Type	T509G	IDTEX	ID type text	Look up PA0094-FPNID
Issue Authority	CHAR(30)	100	30			PA0094	AUTH1	Issue Authority	
Document Number	CHAR(20)	130	20			PA0094	DOCN1	Document number for personnel identification	
Date of issue for personal ID	CHAR(8)	150	8	CCYYMMDD		PA0094	DATE1	Date of issue for personal ID	
ID Expiration Date	CHAR(8)	158	8	CCYYMMDD		PA0094	EXPID	ID Expiration Date	
Type Of work Permit	CHAR(2)	166	2			PA0094	FWOCD	Type Of work Permit	
Issuing Authority	CHAR(30)	168	30			PA0094	AUTH2	Issuing Authority	
Work Permit No	CHAR(20)	198	20			PA0094	DOCN2	Work Permit No	
Issue of Work permit	CHAR(8)	218	8	CCYYMMDD		PA0094	DATE2	Issue of Work permit	
Expiration date of work permit	CHAR(8)	226	8	CCYYMMDD		PA0094	EXPDT	Expiration date of work permit	
<b>Total</b>			<b>233</b>						
<b>Record type 0105 (Communications) - Multiple records permissible</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0105	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0105	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0105		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0105	BEGDA	Start date	
End date	CHAR(8)	61	8	CCYYMMDD		PA0105	ENDDA	End date	
Type	CHAR(4)	69	4		Communication Types	PA0105	USRTY	Type	
ID No	CHAR(30)	73	30			PA0105	USRID	ID No	
Communication: Long Identification/Number	CHAR(241)	103	241			PA0105	USRID_LONG	Communication: Long Identification/Number	
<b>Total</b>			<b>343</b>						
<b>Record type 0209 (Unemployment State/Work County)</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0209	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0209	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0209		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0209	BEGDA	Start date	
End date	CHAR(8)	61	8	CCYYMMDD		PA0209	ENDDA	End date	
Work Site /Work County	CHAR(2)	69	2		Work County	PA0209	WKSIT	Work County	
Tax Authority	CHAR(4)	71	4			PA0209	TAXAU	Tax Authority	
<b>Total</b>			<b>74</b>						
<b>Record type 0552 (Time Specifications / Employment Period)</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0552	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0552	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0552		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0552	BEGDA	Start date	
End date	CHAR(8)	61	8	CCYYMMDD		PA0552	ENDDA	End date	
Time specifications	CHAR(4)	69	4			PA0552	CVTYP	Time spec type for employment period calc	
Imputable Period, Years	DEC (03)	73	3			PA0552	DURYY	Duration of imputation in years	
Imputable Period, Months	DEC (04)	76	4			PA0552	DURMM	Duration of imputation in months	
Imputable Period, Days	DEC (05)	80	5			PA0552	DURDD	Duration of imputation in days	
<b>Total</b>			<b>84</b>						
<b>Record type 0167 (Health Plans)</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	

Outbound Interface Record Layout					SAP Data Source				
Field name	Desc	Start Position	Length	Functional Notes/Calculation/Translation	Value Table Reference	Table/Infotype	Field Name	Desc	Comments
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0167	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0167	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0167		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0167	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0167	ENDDA	End Date	
Benefit Area	CHAR(2)	69	2		Benefit area	PA0167	BAREA	Benefit Area	
Plan Type	CHAR(4)	71	4		Benefit plan type	PA0167	PLTYP	Plan Type	
Benefit Plan	CHAR(4)	75	4		Benefit plan	PA0167	BPLAN	Benefit Plan	
Health Plan Option	CHAR(4)	79	4		Benefit Health Plan Option	PA0167	BOPTI	Health Plan Option	
Dependent Coverage	CHAR(4)	83	4		Benefit dependent coverage	PA0167	DEPCV	Dependent Coverage	
Calculation Period	NUMC(2)	87	2			structure: Q0167 query reference: syhr_a_po167_af_eeper	EEPER	Calculation Period	This is a calculated field
Calculation Date	CHAR(8)	89	8	CCYYMMDD		structure: Q0167 query reference: syhr_a_po167_af_cstdt	CSTDT	Calculation Date	This is a calculated field
Employee Cost	DEC 10.2	97	13	10 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("-" for negative amount, " " for positive amount)		structure: Q0167 query reference: syhr_a_po167_af_eecst	EECST	Employee Cost	This is a calculated field
Employer Credit	DEC 10.2	110	13	10 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("-" for negative amount, " " for positive amount)		structure: Q0167 query reference: syhr_a_po167_af_ercst	ERCST	Employer Credit	This is a calculated field
<b>Total</b>			<b>122</b>						
<b>Record type 0377 (Miscellaneous Plans)</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0377	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0377	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0377		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0377	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0377	ENDDA	End Date	
Benefit Area	CHAR(2)	69	2		Benefit area	PA0377	BAREA	Benefit Area	
Plan Type	CHAR(4)	71	4		Benefit plan type	PA0377	PLTYP	Plan Type	
Benefit Plan	CHAR(4)	75	4		Benefit plan	PA0377	BPLAN	Benefit Plan	
Option Miscellaneous Plan	CHAR(4)	79	4			PA0377	LEVL1	Option Miscellaneous Plan	
Contribution Amount	DEC 10.2	83	13	10 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("-" for negative amount, " " for positive amount)		PA0377	PTAMT	Post-Tax Contribution Amount	
Contribution Percentage	DEC 3.2	96	6	3 whole numbers plus 2 decimal positions (implied decimal point), zero filled from the left, rightmost position reserved for sign ("-" for negative amount, " " for positive amount)		PA0377	PTPCT	Post-Tax Contribution Percentage	
<b>Total</b>			<b>101</b>						
<b>Record type 0121 (Reference Personnel Numbers Priority)</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0121	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0121	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0121		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0121	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0121	ENDDA	End Date	

Outbound Interface Record Layout					SAP Data Source				
Field name	Desc	Start Position	Length	Functional Notes/Calculation/Translation	Value Table Reference	Table/Infotype	Field Name	Desc	Comments
Main personnel number	NUMC(8)	69	8			PA0121	HPERN	Main Personnel Number	
Reference Personnel Number 1	NUMC(8)	77	8			PA0121	RFP01	Reference Personnel Number	
Reference Personnel Number 2	NUMC(8)	85	8			PA0121	RFP02	Reference Personnel Number	
Reference Personnel Number 3	NUMC(8)	93	8			PA0121	RFP03	Reference Personnel Number	
<b>Total</b>			<b>100</b>						
<b>Record type 0169 (Savings Plans)</b>									
Personnel Area	CHAR(4)	1	4		Enterprise Structure	PA0001	WERKS	Personnel Area (Agency/Sub equivalent)	
Personnel Sub Area	CHAR(4)	5	4		Enterprise Structure	PA0001	BTRTL	Personnel Sub Area (Bargaining Unit equivalent)	
Employee Group	CHAR(1)	9	1		Enterprise Structure	PA0001	PERSG	Employee Group (Permanent, Temporary, etc.)	
Employee Sub Group	CHAR(2)	10	2		Enterprise Structure	PA0001	PERSK	Employee Sub Group (Exception Monthly, Exception Hourly, Scheduled Monthly, Scheduled Hourly, etc.)	
Personnel Number	NUMC(8)	12	8			PA0001	PERNR	Personnel Number	
Social Security Number	CHAR(9)	20	9			PA0002	PERID	Social Security Number	
Date Changed	CHAR(8)	29	8	CCYYMMDD		PA0169	AEDTM	Date of Last Change	
Person changed	CHAR(12)	37	12			PA0169	UNAME	Name of person who changed object	
Rec type	CHAR(4)	49	4	0169		N/A	N/A		
Date Effective	CHAR(8)	53	8	CCYYMMDD		PA0169	BEGDA	Start date	
End Date	CHAR(8)	61	8	CCYYMMDD		PA0169	ENDDA	End Date	
Benefit Area	CHAR(2)	69	2		Benefit area	PA0169	BAREA	Benefit Area	
Plan Type	CHAR(4)	71	4		Benefit plan type	PA0169	PLTYP	Plan Type	
Emp Retr System Plan	CHAR(4)	75	4		Benefit plan	PA0169	BPLAN	Retirement Benefit Plan	
<b>Total</b>			<b>78</b>						