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(Copied: June 25, 2009)

Tennessee Valley Authority Human Resources Information System, 2000

Record Group 142

Records of the Tennessee Valley Authority

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Prepared by: Russell F. Loiselle, Archives Specialist
Date: August 30, 2002



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User Notes

NN3-142-02-001

TVA Human Resource Information System (HRIS), 2000

The Tennessee Valley Authority's (TVA) Human Resource Information System (HRIS) underwent some minor revisions which are reflected in the updated record layout. These revisions include some date formats, renaming of data elements, and overall reorganization / reordering of data elements. The TVA has not updated the technical documentation supplied with prior accessions to reflect these changes yet. NARA provides an up-to-date record layout created from the agency provided HRIS system generated record layout, the outdated TVA HRIS technical documentation from accession NN3-142-97-001, and communications with TVA personnel. Researchers wanting to browse the HRIS technical documentation should request a copy from accession NN3-142-97-001.

Prepared By: Russell F. Loiselle, Archives Specialist

Date: August 30, 2002

TVA HRIS 2000 Record Layout

| SEQUENCE | COLUMN NAME | TITLE | START POSITION | END POSITION | WIDTH | DATA TYPE | DATE FORMAT |
|----------|-----------------------|--|----------------|--------------|-------|-----------|-------------|
| 1 | ACURDATE | System Date | 1 | 11 | 11 | DATE | DD-MON-YYYY |
| 2 | PD_FIRST_NAME | First Name | 12 | 41 | 30 | VARCHAR2 | |
| 3 | PD_LAST_NAME | Last Name | 42 | 71 | 30 | VARCHAR2 | |
| 4 | PD_EMPLOYEE_ID | Employee ID Number | 72 | 82 | 11 | VARCHAR2 | |
| 5 | PD_SEX | Sex | 83 | 83 | 1 | VARCHAR2 | |
| 6 | PD_ETHNIC_GROUP | Ethnic Group (Race) | 84 | 84 | 1 | VARCHAR2 | |
| 7 | PD_BIRTHDATE | Birthdate | 85 | 90 | 6 | VARCHAR2 | |
| 8 | PD_HOME_PHONE | Home Phone Number | 91 | 102 | 12 | VARCHAR2 | |
| 9 | PD_STREET1 | Home Street Address | 103 | 132 | 30 | VARCHAR2 | |
| 10 | PD_CITY | Home City | 133 | 152 | 20 | VARCHAR2 | |
| 11 | PD_STATE | Home State | 153 | 154 | 2 | VARCHAR2 | |
| 12 | PD_ZIP | Home Zip Code | 155 | 159 | 5 | VARCHAR2 | |
| 13 | PD_MAR_STATUS | Marital Status | 160 | 160 | 1 | VARCHAR2 | |
| 14 | PD_CITIZENSHIP_CNTRY | Citizenship Country | 161 | 163 | 3 | VARCHAR2 | |
| 15 | PD_STREET1_OTHER | Street Other | 164 | 193 | 30 | VARCHAR2 | |
| 16 | PD_CITY_OTHER | City Other | 194 | 213 | 20 | VARCHAR2 | |
| 17 | PD_STATE_OTHER | State Other | 214 | 215 | 2 | VARCHAR2 | |
| 18 | PD_ZIP_OTHER | Zip Code Other | 216 | 220 | 5 | VARCHAR2 | |
| 19 | PD_GSA_COUNTRY_CD | GSA County Code | 221 | 223 | 3 | VARCHAR2 | |
| 20 | PD_DISABILITY_TYPE | Disability Type | 224 | 225 | 2 | VARCHAR2 | |
| 21 | JB_COUNTRY | Job Location Country | 226 | 228 | 3 | VARCHAR2 | |
| 22 | PP_EFFDT | Permanent Position Effective Date | 229 | 234 | 6 | VARCHAR2 | |
| 23 | PP_DEPTID | Permanent Position Department ID | 235 | 244 | 10 | VARCHAR2 | |
| 24 | PP_JOBCODE | Permanent Position Job Code | 245 | 250 | 6 | VARCHAR2 | |
| 25 | PP_SAL_ADMIN_PLAN | Permanent Position Salary Admin Plan | 251 | 253 | 3 | VARCHAR2 | |
| 26 | PP_GRADE | Permanent Position Grade | 254 | 256 | 3 | VARCHAR2 | |
| 27 | PD_GSA_COUNTRY_OTH_CD | GSA County Code Other | 257 | 259 | 3 | VARCHAR2 | |
| 28 | PP_COUNTRY | Permanent Position Country | 260 | 262 | 3 | VARCHAR2 | |
| 29 | PP_GSA_CITY | Permanent Position GSA City Code | 263 | 266 | 4 | VARCHAR2 | |
| 30 | PP_EMP_REPORTING_CD | Permanent Position Employee Reporting Code | 267 | 269 | 3 | VARCHAR2 | |
| 31 | JB_TEMP_ACTION_FLG | Job Temporary Action Flag | 270 | 270 | 1 | VARCHAR2 | |
| 32 | JB_EMP_REPORTING_CD | Job Employee Reporting Code | 271 | 273 | 3 | VARCHAR2 | |
| 33 | JB_ACTION_REASON | Job Action Reason Code | 274 | 276 | 3 | VARCHAR2 | |
| 34 | JB_FULL_PART_TIME | Job Full / Part Time Code | 277 | 277 | 1 | VARCHAR2 | |
| 35 | JB_TENURE_CD | Job Tenure Code | 278 | 278 | 1 | VARCHAR2 | |
| 36 | JB_PAYROLL_GROUP_NO | Job Payroll Group Number | 279 | 284 | 6 | VARCHAR2 | |

TVA HRIS 2000 Record Layout

| SEQUENCE | COLUMN NAME | TITLE | START POSITION | END POSITION | WIDTH | DATA TYPE | DATE FORMAT |
|----------|-----------------------|-----------------------------|----------------|--------------|-------|-----------|-------------|
| 37 | JB_DEPT_ID | Job Department ID | 285 | 294 | 10 | VARCHAR2 | |
| 38 | DN_ABBR_LVL_1 | Department Level 1 | 295 | 306 | 12 | VARCHAR2 | |
| 39 | DN_ABBR_LVL_2 | Department Level 2 | 307 | 318 | 12 | VARCHAR2 | |
| 40 | DN_ABBR_LVL_3 | Department Level 3 | 319 | 330 | 12 | VARCHAR2 | |
| 41 | DN_ABBR_LVL_4 | Department Level 4 | 331 | 342 | 12 | VARCHAR2 | |
| 42 | DN_ABBR_LVL_5 | Department Level 5 | 343 | 354 | 12 | VARCHAR2 | |
| 43 | DN_ABBR_LVL_6 | Department Level 6 | 355 | 366 | 12 | VARCHAR2 | |
| 44 | DN_ABBR_LVL_7 | Department Level 7 | 367 | 378 | 12 | VARCHAR2 | |
| 45 | DN_ABBR_LVL_8 | Department Level 8 | 379 | 390 | 12 | VARCHAR2 | |
| 46 | DN_ABBR_LVL_9 | Department Level 9 | 391 | 402 | 12 | VARCHAR2 | |
| 47 | JB_GSA_CITY_CD | Job GSA City Code | 403 | 406 | 4 | VARCHAR2 | |
| 48 | CC_CITY | GSA City Code Name | 407 | 426 | 20 | VARCHAR2 | |
| 49 | JB_STATE | Job State | 427 | 428 | 2 | VARCHAR2 | |
| 50 | EM_WORK_PHONE | Work Phone Number | 429 | 440 | 12 | VARCHAR2 | |
| 51 | EM_MAIL_DROP | Work Mail Drop | 441 | 454 | 14 | VARCHAR2 | |
| 52 | JB_JOB_CD | Job Code | 455 | 460 | 6 | VARCHAR2 | |
| 53 | JC_JOBTITLE_ABBR | Job Title Abbreviation | 461 | 478 | 18 | VARCHAR2 | |
| 54 | JB_EMPL_TYPE | Employee Type Code | 479 | 479 | 1 | VARCHAR2 | |
| 55 | JB_EMPL_STATUS | Employee Status | 480 | 480 | 1 | VARCHAR2 | |
| 56 | JB_SAL_ADMIN_PLAN | Salary Admin Plan | 481 | 483 | 3 | VARCHAR2 | |
| 57 | JB_GRADE | Job Grade | 484 | 486 | 3 | VARCHAR2 | |
| 58 | JB_STEP | Job Step | 487 | 488 | 2 | VARCHAR2 | |
| 59 | JB_ANNUAL_RATE | Annual Pay Rate | 489 | 499 | 11 | VARCHAR2 | |
| 60 | JB_HOURLY_RATE | Hourly Pay Rate | 500 | 507 | 8 | VARCHAR2 | |
| 61 | JB2_EFFDT | Job Effective Date | 508 | 513 | 6 | DATE | YYMMDD |
| 62 | JB_WITHIN_GRADE_DUE | Within Grade Due | 514 | 519 | 6 | DATE | YYMMDD |
| 63 | JB_ACTION_DT | Job Action Date | 520 | 525 | 6 | DATE | YYMMDD |
| 64 | JB_EFFDT | Job Effective Date | 526 | 531 | 6 | DATE | YYMMDD |
| 65 | JB_ACTION | Job Action Code | 532 | 534 | 3 | VARCHAR2 | |
| 66 | CC_PERS_AREA_CD | Personal Area Code | 535 | 537 | 3 | VARCHAR2 | |
| 67 | EM_HIRE_DATE | Employee Hire / Rehire Date | 538 | 543 | 6 | DATE | YYMMDD |
| 68 | ER_REVIEW_THRU_DT | Review Effective Date | 544 | 549 | 6 | DATE | YYMMDD |
| 69 | JB_UNION_CD | Job Union Code | 550 | 551 | 2 | VARCHAR2 | |
| 70 | JB_UNION_HOME_LOC_CD | Union Home Location Code | 552 | 555 | 4 | VARCHAR2 | |
| 71 | EM_OUTSIDE_EMPLOYMENT | Outside Employment Code | 556 | 556 | 1 | VARCHAR2 | |
| 72 | JB_JOB_STEWARD_CD | Job Steward Code | 557 | 557 | 1 | VARCHAR2 | |

TVA HRIS 2000 Record Layout

| SEQ# | COLUMN NAME | TITLE | START POSITION | END POSITION | WIDTH | DATA TYPE | DATE FORMAT |
|------|-----------------------|---------------------------------------|----------------|--------------|-------|-----------|-------------|
| 73 | JB_UNION_CD_2 | Job Union Code | 558 | 559 | 2 | VARCHAR2 | |
| 74 | JC_POS_TYPE | Position Type | 560 | 560 | 1 | VARCHAR2 | |
| 75 | EM_SERVICE_DATE | Service Date | 561 | 566 | 6 | DATE | YYMMDD |
| 76 | JB_GRADE_ENTRY_DT | Job Grade Entry Date | 567 | 572 | 6 | DATE | YYMMDD |
| 77 | JB_NONSTD_SALARY | Job Non-Standard Salary Code | 573 | 573 | 1 | VARCHAR2 | |
| 78 | JB_PAY_RATE_INCR_CD | Job Pay Rate Increase Code | 574 | 574 | 1 | VARCHAR2 | |
| 79 | JB_PAY_RATE_SRS_CD | Job Pay Rate Supervisors Code | 575 | 575 | 1 | VARCHAR2 | |
| 80 | JB_SUPERVISOR_FLG | Job Supervisor Flag | 576 | 576 | 1 | VARCHAR2 | |
| 81 | EM_HTL_LAYOFF_DT | Layoff Date | 577 | 582 | 6 | DATE | YYMMDD |
| 82 | JB_RECRMT_PAY_AMT | Recruitment Pay Amount | 583 | 585 | 3 | VARCHAR2 | |
| 83 | EM_FEDERAL_SERV_DT | Federal Service Date | 586 | 591 | 6 | DATE | YYMMDD |
| 84 | EM_CMPNY_SENIORITY_DT | Company Seniority Date | 592 | 597 | 6 | DATE | YYMMDD |
| 85 | PD_HIGHEST_EDUC_LVL | Highest Education Level | 598 | 598 | 1 | VARCHAR2 | |
| 86 | LCT_DESCR | License Certification Description | 599 | 628 | 30 | VARCHAR2 | |
| 87 | LC_LICENSE_CERTIF_CD | License Certificate Code | 629 | 632 | 4 | VARCHAR2 | |
| 88 | LC_DT_ISSUED | Certified Year | 633 | 634 | 2 | VARCHAR2 | |
| 89 | EDC2_DESCRSHORT | First Degree Name | 635 | 644 | 10 | VARCHAR2 | |
| 90 | ED_EDUCATION_CD | First Degree Code | 645 | 645 | 1 | VARCHAR2 | |
| 91 | ED_MAJOR | First Degree Major Code | 646 | 648 | 3 | VARCHAR2 | |
| 92 | MJ_DESCRSHORT | First Degree Major Description | 649 | 666 | 18 | VARCHAR2 | |
| 93 | IT2_DESC | First Degree Institution Abbreviation | 667 | 676 | 10 | VARCHAR2 | |
| 94 | ED_INSTITUTION_ID | First Degree Institution Code | 677 | 682 | 6 | VARCHAR2 | |
| 95 | ED_DT_EARNED | First Degree Year | 683 | 684 | 2 | VARCHAR2 | |
| 96 | EDC_DESCRSHORT | Last Degree Name | 685 | 694 | 10 | VARCHAR2 | |
| 97 | EDC_EDUCATION_CD | Last Degree Code | 695 | 695 | 1 | VARCHAR2 | |
| 98 | ED2_MAJOR | Last Degree Major Code | 696 | 698 | 3 | VARCHAR2 | |
| 99 | MJ2_DESCRSHORT | Last Degree Major Description | 699 | 708 | 10 | VARCHAR2 | |
| 100 | IT_DESCR | Last Degree Institution Abbreviation | 709 | 718 | 10 | VARCHAR2 | |
| 101 | ED2_INSTITUTION_ID | Last Degree Institution Code | 719 | 724 | 6 | VARCHAR2 | |
| 102 | ED2_DT_EARNED | Last Degree Year | 725 | 726 | 2 | VARCHAR2 | |
| 103 | EM_PERM_TENURE_DT | Permanent Tenure Date | 727 | 732 | 6 | DATE | YYMMDD |
| 104 | JB_RETIREMENT_CD | Retirement Code | 733 | 734 | 2 | VARCHAR2 | |
| 105 | JB_FEGLI_CD | Job FEGLI Code | 735 | 735 | 1 | VARCHAR2 | |
| 106 | PD_MILITARY_STATUS | Military Status Code | 736 | 736 | 1 | VARCHAR2 | |
| 107 | PD_DISABLED_VET | Disabled Veteran | 737 | 737 | 1 | VARCHAR2 | |
| 108 | PD_VIETNAM_VET_FLG | Vietnam Veteran Flag | 738 | 738 | 1 | VARCHAR2 | |

TVA HRIS 2000 Record Layout

| SEQ# | COLUMN NAME | TITLE | START POSITION | END POSITION | WIDTH | DATA TYPE | DATE FORMAT |
|------|-----------------------|------------------------------------|----------------|--------------|-------|-----------|-------------|
| 109 | PD_RETIRE_MILITARY_BR | Retired Military Branch Code | 739 | 740 | 2 | VARCHAR2 | |
| 110 | PD_RET_MIL_SERV_TM_CD | Retired Military Service Time Code | 741 | 741 | 1 | VARCHAR2 | |
| 111 | PD_MIL_RIF_PREF_FLG | Military RIF Preference Flag | 742 | 742 | 1 | VARCHAR2 | |
| 112 | PD_CARRIER_ID | Carrier ID Number | 743 | 748 | 6 | VARCHAR2 | |
| 113 | EM_LWOP_BEGIN_DT | Leave Without Pay Begin Date | 749 | 754 | 6 | DATE | YYMMDD |
| 114 | JB3_ACTION_ENDING_DT | Action Ending Date | 755 | 760 | 6 | DATE | YYMMDD |
| 115 | PD_MILITARY_STATUS_2 | Military Status | 761 | 761 | 1 | VARCHAR2 | |
| 116 | JB_GL_PAY_TYPE | GL Pay Type | 762 | 797 | 36 | VARCHAR2 | |
| 117 | DP_HOME_RESP_CNTR | TVA Responsible Center | 798 | 802 | 5 | VARCHAR2 | |
| 118 | EC_CONTACT_NAME | Emergency Contact Name | 803 | 832 | 30 | VARCHAR2 | |
| 119 | EC_RELATIONSHIP | Emergency Contact Relationship | 833 | 834 | 2 | VARCHAR2 | |
| 120 | EC_HOME_PHONE | Emergency Contact Home Phone | 835 | 846 | 12 | VARCHAR2 | |
| 121 | EC_STREET | Emergency Contact Street | 847 | 876 | 30 | VARCHAR2 | |
| 122 | EC_CITY | Emergency Contact City | 877 | 896 | 20 | VARCHAR2 | |
| 123 | EC_STATE | Emergency Contact State | 897 | 898 | 2 | VARCHAR2 | |
| 124 | JB2_GRADE_ENTRY_DT | Job Grade Entry Date | 899 | 904 | 6 | DATE | YYMMDD |
| 125 | JB3_EFFDT | Job Effective Date | 905 | 910 | 6 | DATE | YYMMDD |
| 126 | JB2_ACTION_ENDING_DT | Action Ending Date | 911 | 916 | 6 | DATE | YYMMDD |
| 127 | EM_TERMINATION_DT | Termination Date | 917 | 922 | 6 | DATE | YYMMDD |
| 128 | EM_LAST_DATE_WORKED | Last Date Worked | 923 | 928 | 6 | DATE | YYMMDD |
| 129 | EM_SEV_PAY_OPTION | Severance Pay Option Code | 927 | 929 | 1 | VARCHAR2 | |
| 130 | EM_SUITABLE_FOR_REHIR | Suitable For Rehire | 928 | 930 | 1 | VARCHAR2 | |
| 131 | JB_ACTION_ENDING_DT | Action Ending Date | 931 | 936 | 6 | DATE | YYMMDD |
| 132 | EM_CALCULATED_RIF_DT | Calculated RIF Date | 937 | 942 | 6 | DATE | YYMMDD |
| 133 | EM_RIF_EFFECTIVE_DT | RIF Effective Date | 943 | 948 | 6 | DATE | YYMMDD |
| 134 | ER_NEXT_REVIEW_DT | Next Review Date | 949 | 954 | 6 | DATE | YYMMDD |
| 135 | JB_SUPR_DIFFL_AMT | Supervisor Differential Amount | 955 | 959 | 5 | VARCHAR2 | |
| 136 | FC_FORMER_CARRIER_ID | Former Carrier ID Number | 960 | 965 | 6 | VARCHAR2 | |
| 137 | FILLER | | 966 | 1000 | 35 | VARCHAR2 | |

Notes:

NARA column name "CURDATE" = TVA column name "SYSDATE"
 Column names repeated by TVA appear with a "_2" appended to them. (See JB_UNION_CD and PD_MILITARY_STATUS)

~~WRITING~~

\$sysdate:11
\$pd_first_name:30
\$pd_last_name:30
\$pd_emplid:11
\$pd_sex:1
\$pd_ethnic_group:1
\$pd_birthdate:6
\$pd_home_phone:12
\$pd_street1:30
\$pd_city:20
\$pd_state:2
\$pd_zip:5
\$pd_mar_status:1
\$pd_citizenship_cntry:3
\$pd_street1_other:30
\$pd_city_other:20
\$pd_state_other:2
\$pd_zip_other:5
\$pd_gsa_county_cd:3
\$pd_disability_type:2
\$jb_country:3
\$pp_effdt:6
\$pp_deptid:10
\$pp_jobcode:6
\$pp_sal_admin_plan:3
\$pp_grade:3
\$pd_gsa_county_oth_cd:3
\$pp_country:3
\$pp_gsa_city_cd:4
\$pp_emp_reporting_cd:3
\$jb_temp_action_flg:1
\$jb_emp_reporting_cd:3
\$jb_action_reason:3
\$jb_full_part_time:1
\$jb_tenure_cd:1
\$jb_payroll_group_no:6
\$jb_deptid:10
\$dn_abbr_lvl_1_name:12
\$dn_abbr_lvl_2_name:12
\$dn_abbr_lvl_3_name:12
\$dn_abbr_lvl_4_name:12
\$dn_abbr_lvl_5_name:12
\$dn_abbr_lvl_6_name:12
\$dn_abbr_lvl_7_name:12
\$dn_abbr_lvl_8_name:12
\$dn_abbr_lvl_9_name:12
\$jb_gsa_city_cd:4
\$cc_city:20
\$jb_state:2
\$em_work_phone:12
\$em_mail_drop:14
\$jb_jobcode:6
\$jc_jobtitle_abbrv:18
\$jb_empl_type:1
\$jb_empl_status:1
\$jb_sal_admin_plan:3
\$jb_gsa_city_cd:4
\$jb_step:2

\$jb_annual_rt:11
\$jb_hourly_rt:8
\$jb2_effdt:6
\$jb_within_grd_due_dt:6
\$jb_action_dt:6
\$jb_effdt:6
\$jb_action:3
\$cc_pers_area_cd:3
\$em_hire_dt:6
\$er_review_thru_dt:6
\$jb_union_cd:2
\$jb_union_home_loc_cd:4
\$em_outside_employment:1
\$jb_job_steward_cd:1
\$jb_union_cd:2
\$jc_pos_type_cd:1
\$em_service_dt:6
\$jb_grade_entry_dt:6
\$jb_nonstd_salary_cd:1
\$jb_pay_rate_incr_cd:1
\$jb_pay_rate_srs_cd:1
\$jb_supervisor_flg:1
\$em_htl_layoff_dt:6
\$jb_recrmt_pay_amt:3
\$em_federal_serv_dt:6
\$em_cmpny_seniority_dt:6
\$pd_highest_educ_lvl:1
\$lct_descr:30
\$lc_license_certif_cd:4
\$lc_dt_issued:2
\$edc2_descrshort:10
\$ed_education_cd:1
\$ed_major:3
\$mj_descrshort:18
\$it2_descr:10
\$ed_institution_id:6
\$ed_dt_earned:2
\$edc_descrshort:10
\$edc_education_cd:1
\$ed2_major:3
\$mj2_descrshort:10
\$it_descr:10
\$ed2_institution_id:6
\$ed2_dt_earned:2
\$em_perm_tenure_dt:6
\$jb_retirement_cd:2
\$jb_fegli_cd:1
\$pd_military_status:1
\$pd_disabled_vet:1
\$pd_vietnam_vet_flg:1
\$pd_retire_military_br:2
\$pd_retmil_serv_tm_cd:1
\$pd_mil_rif_pref_flg:1
\$pd_carrier_id:6
\$em_lwop_begin_dt:6
\$jb3_action_ending_dt:6
\$pd_military_status:1
\$jb_gl_pay_type:36
\$dp_home_resp_cntr:5
\$ec_contact_name:30

\$ec_relationship:2
\$ec_home_phone:12
\$ec_street1:30
\$ec_city:20
\$ec_state:2
\$jb2_grade_entry_dt:6
\$jb3_effdt:6
\$jb2_action_ending_dt:6
\$em_termination_dt:6
\$em_last_date_worked:6
\$em_sev_pay_option:1
\$em_suitable_for_rehir:1
\$jb_action_ending_dt:6
\$em_calculated_rif_dt:6
\$em_rif_effective_dt:6
\$er_next_review_dt:6
\$jb_supr_diff1_amt:5
\$fc_former_carrier_id:6