## **Annual State Employee Salary Database**

## **Higher Education Data File Specification**

## Updated December 2024

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| File Name | * Four-year institutions: XXX\_yyyy\_salaries.txt where XXX is the three-digit agency code and yyyy is the four-digit year. Example: 360\_2018\_salaries.txt * Data for SBCTC and the community and technical colleges should be sent in a single file with the format CTC\_yyyy\_salaries.txt |
| File Type | Tab delimited text file   * Column data should **not** have single or double quotes around the data.   + Examples: Johnson ***not*** “Johnson” or ‘Johnson’   01/05/1980 ***not*** “01/05/1980” or ‘01/05/1980’ |
| File Transfer | Use the same account and target location as when sending HR data files each pay period. |
| When  **Critical Data Notes** | **By 1/31/2025**   * Do ***not*** send data for student employees. * Do ***not*** send data for employees who were under age 18 during the earnings year. * Redact any employee identifying information as required by ESHB 1533, RCW 42.56.250 or other legally allowed redaction prior to submitting file to OFM. |

| **FILE ATTRIBUTES** | | | | |
| --- | --- | --- | --- | --- |
| Order | Data Element | Data Format | Size | Comment |
| 1 | calendar\_year\_num | character | 4 | The calendar year of the earnings data |
| 2 | agency | character | 3 | Three-digit agency code |
| 3 | personnel\_num | character | 9 | A unique generated number or combination of letters and numbers assigned to protect the identity of an employee (the same number sent in the HR data provided to OFM/WaTech each pay period, **i.e. should contain the same number of leading zeros**). This is **not** the employee’s Social Security Number. |
| 4 | employee\_last\_name | character | 40 | Employee’s legal last name.  *Validation Notes*:   * No titles (Dr, PhD, etc.), pronouns, quotes instead of names * No period after name * Full name, not just initial, **not blank or null** |
| 5 | employee\_first\_name | character | 40 | Employee’s legal first name.  *Validation Notes:*   * No titles (Dr, PhD, etc.), pronouns, quotes instead of names * No period after name * Full name, not just initial, **not blank or null** * Spaces between names |
| 6 | job\_class\_code | character | 8 | 1. The code used to identify the job classification of the job held by anemployee.  * **Classified employees**: only general government and higher education job class codes from Washington State Human Resources are valid. * **Non-classified/exempt employees**: use the same job class code sent for the employee in the HR job data provided to OFM/WaTech each pay period. If there is not an existing non-classified/exempt job\_class\_code, send 99999999.  1. *Validation Notes:*  * **Not blank or null** |
| 7 | job\_title | character | 80 | All appointments must have a standard job class title for the job class code of the employee’s job.   * **Classified employees**: use the standard job class titles from Washington State Human Resources. * **Non-classified/exempt employees**: use the same job class title sent for the employee in the HR job data provided to OFM/WaTech each pay period.   *Validation Notes:*   * **Not blank or null** |
| 8 | gross\_annual\_earnings | numeric (9,2) | 10 | Sum of gross earnings for the previous calendar year as a simple decimal number ***by employee and job title*** with **no $ or commas**. If an employee changed positions during the year, there will be a record for each position (defined by unique job title) and the **earnings should be by position (not a total for all positions**). Do not include $0 earnings.  *Validation Notes:*   * Earnings are formatted as 64321.00 – NOT $64,321.00 * **No zero, blank, or null earnings** |