

## THE GUIDE TO PERSONNEL DATA STANDARDS

**LEGAL AUTHORITY (1)**

**Definition:** The law, executive order, rule, regulation, or other basis that authorizes the appointing officer to effect a personnel action on an employee.

**Responsible Organization:** Office of Personnel Management, Division for Strategic Human Resources Policy.

**Applicability:** Mandatory (Central Personnel Data File, Personnel Actions).

**Cross-Reference:** Code set is used by [LEGAL AUTHORITY \(2\)](#).

**Format:** XXX

**Note:**

Legal authority codes that are current appointment authority codes may only be established by OPM. Legal authority codes established by OPM may begin with an alphabetic character or the numeric characters 1, 2, 3, 4, or 5. Agencies may create their own legal authority codes, but not current appointment authority codes. These legal authority codes must begin with the numeric characters 6, 7, 8, or 9. Agency-created legal authority codes may be cited on actions that: (1) are not reported to the Central Personnel Data File (CPDF) or (2) are reported to the CPDF as the second legal authority code.

Select
<a href="#">Axx</a>
<a href="#">Bxx-Cxx</a>
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<u>Code</u>	<u>Name/Explanation</u>
	Axx
ABK	ACWA Outstanding Scholar Program.
ABL	Bicultural/Bilingual Selective Factors.
ABM	SF 59 approved (date).
ABP	President's Economic Stimulus Program
ABR	Reg 330.608. Agency Career Transition Program.
ABS	Reg 330.708. Interagency Career Transition Program.
ABT	Reg 330.707 CLG. Change to lower grade under the ICTAP.
ACA	CS Cert No _____ ACWA.
ACM	CS Cert No.
ADM	OPM Directive.
AGM	(MSPB Decision number and date).
ALM	MSPB Directive-US.
AQM	MSPB Directive-Inj.
ARM	EEOC Decision and date.
ASM	Court Decision and date.
ATM	5 U.S.C. 302. Delegation of personnel authority.
AUL	OPM Ltr, Auth No, and date.
AUM	OPM Letter.
AVM	OPM Standards.
AWM	OPM Form 1652 or OPM Ltr (date).
AXM	Labor Relations Decision and date.
AYM	Direct-Hire Authority (cite OPM authority and date).
AZM	OPM Office, Authority Number and date.
A2M	CS Cert No _____ WTO. Worker trainee program.
A3M	CS Rule V. Regs/investigations/enforcement.
A7M	CS Rule 3.2. "Rare bird" appointment.

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<u>Code</u>	<u>Name/Explanation</u>
	Bxx
BAB	GW001 (MED). Direct hire/Medical Occupations.
BAC	GW002 (IT). Direct hire/Info Tech Mgmt.
BAD	GW003 (Iraqi). Direct hire/Iraqi reconstr efforts.
BAE	GW004 (Acquisition). Direct hire/Acquisition Positions.
BAG	GW006 (VMO). Direct Hire Veterinarian
BBM	CS Rule 6.7--TVA Agr.
BDN	USDA Demo, (office issuing cert), Cert No (no). Code is for use by the Department of Agriculture only.
BKM	CS Rule 6.7--NRC Agr.
BLM	CS Rule 6.7--VA Agr.
BNK	CS Rule 6.7--FAA Agr.
BNM	CS Rule 6.7--DCIPS Agr.
BNN	CS Rule 6.7--DOD/NAF Agr.
BNR	CS Rule 6.7--IBWC Agr.
BNY	CS Rule 6.7--DHS/TSA Agr
BNZ	CS Rule 6.7. Corp for Nat'l and Community Svc Agr.
BPM	CS Rule 8.3. Appt. of non-US citizen overseas.
BWA	OPM Delegation Agr (no), (name of installation issuing certificate), Cert No ____
BWM	OPM Delegation Agr.
BYM	USDA Direct Hire Auth (cite case file number and date). Code is for use by the Department of Agriculture only.
BYO	OPM Approved Single Agy Auth. Direct hire.
	Cxx
CCM	5 U.S.C. 2108. Veterans Preference.
CGM	5 U.S.C. 552a(e)(5). Accuracy of personnel actions.
CUL	5 CFR Part 340. Other than Full-Time Career Employment.
C1M	Reg 351.201(b) or agy auth. RIF--placement in vacancy.
C7M	Reg 715.202 Abandonment. Abandonment of position.

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<u>Code</u>	<u>Name/Explanation</u>
	Dxx
DAK	Reg 630.101-Decl. LWOP--decl new job or location.
DAM	Reg 630.101. LWOP.
DBM	5 CFR part 715 or agy auth. Move to another agency.
DFM	5 CFR part 715 Prom or agy auth. Move to agy higher GLB.
DKM	5 CFR part 715 CLG or agy auth. Move to agy GLB.
DPM	5 U.S.C. chapter 87. Life Insurance.
	Fxx
FEM	Reg 532.405. FWS pay actions.
FGM	Reg 532.251. FWS pay actions.
FNM	Reg 532.415(c). FWS pay actions.
FTM	Reg 532.415(a). FWS pay actions.
F8M	Reg 532.253. FWS pay actions.
	Hxx
HAM	Reg 250.101. Action required by a decision.
HDM	Reg 230.402(c). Emergency appt--outside the register.
HGM	Reg 230.402(d)(1). Emergency appt-noncomp/standby basis.
HJM	Reg 230.402(d)(2). Emergency appt-noncomp/Def Exec Res.
HLM	Reg 230.402(d)(3). Emergency appt--reinstatement elig.
HNM	Reg 301.201. Appt of US citizens overseas.
HRM	Reg 301.202. US citizen recruited outside O/S area.
HWM	Reg 301.204 Mix. Termination--mixed reasons.
HXM	Reg 301.204 Preappt. Termination--preappt reasons.
HZM	Reg 301.204 Postappt. Termination--postappt reasons.
H2L	Reg 304.103. Experts and consultants.
H3M	Reg 301.203(c). Temp appt. overseas.

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	Jxx
J8M	P.L. 107-288. Veterans Recruitment Appointment (VRA).
	Kxx
KLM	Reg 310.202. Emergency appt. of relative.
KMM	Reg 315.202. Conv to career tenure.
KQM	Reg 315.401 or agy auth. Reinst career or career-cond.
KTM	Reg 315.501 or agy auth. Transfer career or career-cond.
KVM	Reg 315.501 Prom or agy auth. Tran career or car-cond.
KXM	Reg 315.501 CLG or agy auth. Tran career or career-cond.
K1M	Reg 315.601. Appt based on svc in Panama.
K4M	Reg 315.602. Appt based on Pres, VP, or Wh House svc.
K7M	Reg 315.603(a)(1). In mil whn psn brought into comp svc.
K8M	Reg 315.603(a)(3). Comp inj when psn went to comp svc.
K9M	Reg 315.603(a)(2). Emp sep aftr psn bright into comp svc.

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	Lxx
LAM	Reg. 315.612, Noncomp military spouse appt.
LBM	Reg 315.604. Appt of disabled vet from VA program.
LCM	Reg. 316.402(b)(3); MS. Noncomp mil spouse temp appt.
LDM	Reg. 316.302(b)(3); MS. Noncomp mil spouse term appt.
LEM	Reg 315.605. Appt of former ACTION volunteer.
LHM	Reg 315.606. Appt of Foreign Service Officer.
LJM	Reg 315.607. Appt of Peace Corps personnel.
LKM	Reg 315.609. Appt based on svc in US psns of PCC.
LKP	Reg 315.610. Appt based on Nat'l Guard Techn svc.
LLM	Reg 315.701. Psn brought into comp svc.
LPM	Reg 315.702. "Rare bird" appt.
LSM	Reg 315.703. Emp formerly reached on register.
LTM	Reg 315.704(c). Failure to qual for conversion--conduct.
LUM	Reg 315.704(c). Failure to meet conversion requirements.
LWM	Reg 315.704. Conv to career appt. from temp appt-PER.
LXM	Reg 315.804 Eq Mix. Unsat perf & conduct--agy sep auth.
LYM	Reg 315.705. Conv to career/career-cond from VRA.
LYP	Reg 315.7.12. Federal Career Intern Program.
LZM	Reg 315.707. Conv of 30% or more disabled vet.
L1M	Reg 315.709. Conv of retarded or handicapped emp.
L2K	Reg 315.711. Conv or readers/interpret/personal assts.
L2M	Reg 315.804. Sep--unsat perform or conduct--probationer.
L3M	Reg 315.708. Conv based on PMIP service.
L4M	Reg 315.804 Eq. Sep--unsat perf or conduct--agency auth.
L5M	Reg 315.804 Mix. Sep--unsat perf & conduct--probationer.
L6M	Reg 315.805. Sep--preappt conditions.
L8M	Reg 315.805 Eq. Sep--preappt conditions--agency auth.
L9K	Reg 351.806. Status during RIF notice period.
L9M	Reg 315.907 or agy auth. Fail to comp supv/mgr probat.

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<u>Code</u>	<u>Name/Explanation</u>
	Mxx
MCM	Reg 316.302(b). Term appt outside the register.
MEM	Reg 316.302(b)(1) or agy auth. Term appt (reinst elig).
MGM	Reg 316.302(b)(2). Term appt (VRA eligibility).
MJM	Reg 316.302(b)(3). Term appt (prior service).
MLK	Reg 316.302(b)(8). Term appt (former temp employee).
MLM	Reg 316.302(b)(7). Term appt (prior term appt).
MMM	Reg 316.302(b)(4). Term appt (30%+ disabled vet).
MNM	Reg 316.304 Mix. Termination during trial period.
MPM	Reg 316.304 Preappt. Termination--preappt conditions.
MRM	Reg 316.304 Postappt. Termination--postappt conditions.
MUM	Reg 316.401. Temporary appt.
MXM	Reg 316.402(a). Temporary appt.
M6M	Reg 316.402(b)(1) or agy auth. Temp appt (reinst elig).
M8M	Reg 316.402(b)(3). Temp appt (prior service).

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<u>Code</u>	<u>Name/Explanation</u>
	Nxx
NAM	Reg 316.402(b)(7). Temp appt (prior temp service).
NCM	Reg 316.402(b)(2). Temp appt (VRA eligibility).
NEM	Reg 316.402(b)(4). Temp appt (30%+ disabled vet).
NFM	Reg 316.601. Temp appt--"rare bird" auth.
NJM	Reg 316.701. Temp appt--Govt takeover.
NMM	Reg 316.702. Reg 316.702. Exc Svc Indefinite brought into Comp Svc.
NRM	Reg 317.304. Conv to SES from career/career-cond.
NSM	Reg 317.305(b). Conversion to SES from excepted appt.
NTM	Reg 317.305(b)(3). Conv to SES from excepted appt.
NUM	Reg 330.207. Appt from RPL.
NVM	Reg 317.306(b)(1). Conv to SES Ltd Term appt.
NWM	Reg 317.306(b)(2). Conv to SES Noncareer appt.
NXM	Reg 317.306(b)(3)(i). Conv to SES frm time-limited appt.
NYM	Reg 334.101. LWOP for IPA assignment.
N1M	Reg 334.104. Ext of LWOP for IPA assignment.
N2M	Reg 335.102 or agy auth. Prom/Reas/CLGLB.
N3M	Reg 335.102 Comp or agy auth. Comp Prom/Reas/CLGLB.
N5M	Reg 335.102 Upgrading. Promotion because psn upgraded.
N6M	Reg 335.102 Career Prom or agy auth. Career promotion.
N7M	Reg 335.102 Reclass. Prom or reas due to psn reclass.
N8M	Reg 335.102 Excp to Comp or agy auth. Prom or reas.
N9M	Reg 351.201. Use of RIF regulations.

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<u>Code</u>	<u>Name/Explanation</u>
	Pxx
PDM	Reg 351.302. Transfer of function.
PGM	Reg 351.501. Chg in career tenure.
PKM	Reg 351.502. Chg in tenure-excepted service.
PNM	Reg 351.603. RIF placement/separation.
PNR	Reg 351.603(A-76). RIF due to contracting out.
PSM	Reg 351.604(d). Recall from RIF furlough.
PTG	Reg 351.605 or agy auth. Exc to RIF release-liquidation.
PTH	Reg 351.607. Exc to RIF release-avoid interruption.
PTJ	Reg 351.606(a). Exc to RIF release-mil reempl rights.
PTK	Reg 351.608(f). Exc to RIF release--other.
PTL	Reg 351.608(c). Exc to RIF release--sat govt oblig.
PTM	Reg 351.608(b). Exc to RIF release--continue activity.
PTP	Reg 351.608(b). Exc to RIF release--retir elig.
PTR	Reg 351.608(d). Exc to RIF release--sick leave.
PTS	Reg 351.608(e)(1). Exc to RIF release--HB elig.
PTT	Reg 351.608(e)(1). Exc to RIF release--retir elig.
PTU	Reg 351.606(b). Exc to RIF release--HB elig.
PWM	Reg 352.204. Reempl after emergency interagency move.
PZM	Reg 352.308. Transfer to an international organization.
P2M	5 CFR 352. Reemployment of SES after svc with BIA, PCC, IAEA.
P3M	Reg 352.311. Reempl after transfer to internat'l org.
P5M	Reg 352.507. Reempl under the Foreign Asst Act.
P7M	Reg 352.803. Reemployment of SES after svc with AIT.

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<u>Code</u>	<u>Name/Explanation</u>
	Qxx
QAK	Reg 353.207. Restoration after military service.
QBK	Reg 353.301. Restoration after recovery from injury.
QCK	Reg 353.301(d). Restoration after partial recovery.
QGM	Reg 432.101. Action based on performance.
QHM	Reg 432.101 Eq. Action based on perf--agency auth.
QHP	Reg 530.322(a). Special salary rates.
QJP	Reg 530.322(c). Special salary rates.
QKP	Reg 530.323. Existing rate equal.
QLM	5 CFR 530.323(c). Not entitled to pay retention.
QLP	Reg 530.323. Existing rate between two rates.
QMP	Reg 530.323. Existing rate higher.
[QRD	5 U.S.C. 5538. Reservist Differential Provision. Effective March 28, 2010]
QTM	Reg 531.222(c). Use of spec salary rate on reas.
QUA	Reg. 531.241. Employee loses GM status.
QUB	Reg. 530.303(d). Special rate terminated because employee entitled to higher rate of basic pay.
QUM	Reg 531.242. Pay upon loss of PMRS status.
QWM	Reg 531.207. Pay conv at time of annual pay adj.
QZM	Reg 531.301. Special pay for LEO's.
Q3A	(Cite appropriate law, E.O., or regulation that authorizes the action.) Perf-based pay incr provided on a regular cycle.
Q3B	(Cite appropriate law, E.O., or regulation that authorizes the action.) Perf-based pay incr provided on an irregular basis.
Q3C	Reg. 534.404(b)(4). Pay increase not to exceed amount necessary to maintain SES member's relative position in the SES rate range.
Q3D	Other SES pay increase provided on an irregular basis which does not count toward the 12-month rule. (Cite law, E.O., or regulation that authorizes the action.)
Q3E	Cite appropriate law, E.O., or regulation that authorizes the action.

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<b><u>Code</u></b>	<b><u>Name/Explanation</u></b>
Q3F	Reg. 534.404(b)(6). SES rate reduction for performance or disciplinary reasons.
Q3K	5 CFR, Part 353. Restoration to duty.
Q5M	Reg 531.409. Denial of within grade increase.
Q7M	Reg 531.404. Within grade increase.
Q9K	Reg 531.414(a). Interim WGI.
Q9M	Reg 531.414(c). Termination of interim WGI.

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<u>Code</u>	<u>Name/Explanation</u>
	Rxx
RAH	Reg 752.401. Removal/susp/pay or grade reduction/furl.
RBM	Reg 531.501. Quality increase.
RJM	Reg 536.202(a). Grade retention--agency auth.
RJR	Reg 536.304(b)(1). Pay determination for pay retention.
RKM	5 CFR Part 536. Grade & pay retention.
RLM	Reg 536.207(b)(2). Loss of grade retention.
RMM	Reg 550.151. Premium pay.
RPM	Reg 715.202. Resignation.
RPR	Reg 715.202(A-76 Assignment). Resignation in lieu of new job under A76 procedures.
RQM	Reg 715.202 CAA. Resig in lieu of cvl svc adv actn proc.
RRM	Reg 715.202 EAA. Resig in lieu of adv action-equiv proc.
RSM	Reg 715.202 OAA. Resig in lieu of adv action-other proc.
RTM	Reg 715.202 RIF. Resig--RIF.
RTR	Reg 715.202 (A-76). Resig in lieu of contracting out.
RUM	Reg 715.202 Other. Resig--employee w/no appeal rights.
RWM	Reg 715.202 Reas. Resignation in lieu of reassignment.
RXM	Reg 715.202 Relo. Resignation in lieu of relocation.
RYM	Reg 731.201. Removal based on suitability.
R6M	Reg 715.202 Prob. Resig in lieu of psn chg/sep dur prob.
R7M	Reg 715.202 Perf. Resig in lieu of perf action--CS proc.
R8M	Reg 715.202 Eq Perf. Resig in lieu of perf act--eq proc.
R9M	Reg 715.202 (Recert). Resig aftr fail to get SES recert.
R9N	Reg 772.102(a). Interim relief appt in duty status.
R9P	Reg 772.102(b). Termination of interim relief action.
R9Q	Reg 772.102(b)(3). Termination of interim relief action.
R9R	5 CFR part 772. Interim relief appt in nonduty status.

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<b><u>Code</u></b>	<b><u>Name/Explanation</u></b>
	Sxx
SQM	5 U.S.C. 8336. Retirement under CSRS opt'l provisions.
SRM	Reg 831.501. Vol retire--CSRS (health reasons).
SUM	5 U.S.C. 8337. Disability retirement--CSRS.
SWM	5 U.S.C. 8335. Mandatory retirement--CSRS.
SZR	Reg 930.204(e). Promotion of Admin. Law Judge.
SZS	Reg 930.204(f). Reassignment of Admin. Law Judge.
SZT	Reg 930.204(h). Transfer of Admin. Law Judge.
SZW	Reg 930.204(g). Reinstatement of former Admin. Law Judge.
SZX	Reg 930.209. Temp reempl of senior Admin Law Judge.

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<u>Code</u>	<u>Name/Explanation</u>
	Uxx
UAM	10 U.S.C. 1601. DOD Civ Intel Pers Mgt System (CIPMS).
UBM	10 U.S.C. 1606. DOD Civ Intel Pers Mgt System (CIPMS).
UCM	Sec 625(d) FA Act.
UDM	P.L. 105-277 as amended. Treasury demo project. Code is for use by the Department of the Treasury only.
UEM	Cite agency document or order approving the continuance and its date. Code is for use by the Department Homeland Security only.
UFM	FS Act of 1980.
UGM	FY1999 National Defense Auth Act, Effective 10/17/1998. Code is for use by the Department of Energy only.
UJM	Peace Corps Act.
UNM	Agency Directive or Order.
USM	(Cite authority).
USP	(Agency authority for suspension of 1-14 calendar days).
USR	(Agency authority for suspension of more than 14+ calendar days).
UTM	Agency Reg Relocation.
UWM	Agency Reg Preappt. Act based on conditions before appt.
UXM	(Enter Law, E.O., or Reg. that authorizes the termination.) Termination--preappt conditions.
UYM	(Enter authority under which employee was appointed.) Termination of temp appointee.
UZM	Agency Reg Postappt. Act based on conditions after appt.
U3M	Agency Reg Reclass. Act based on reclassification.

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	Vxx
VAA	5 U.S.C. 1204. Action ordered by MSPB.
VAB	5 U.S.C. 1204-MFD. Action ordered by MSPB for 14+ days.
VAC	5 U.S.C. 7502. Suspension for 14 days or less.
VAD	5 U.S.C. 7502-Eq. Suspen for 14 days or less--agy proc.
VAE	5 U.S.C. 7512-Eq. Adverse actions--agency procedures.
VAG	5 U.S.C. 3395(d)(2). Transfer--SES noncareer appointee.
VAJ	5 U.S.C. 75. Adverse actions.
VAV	5 U.S.C. 7532-MFD. Suspen for nat security for 14+ days.
VBA	5 U.S.C. 3501(f). Voluntary RIF Separation. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
VBJ	5 U.S.C. 3593(a). SES reinstatement.
VBM	5 U.S.C. 3102(b). Pers assts to handicapped employees.
VCJ	5 U.S.C. 3593(b). SES reinstatement.
VCL	5 U.S.C. 3329. Conv of mil rsv tech to comp svc. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
VCM	5 U.S.C. 3323. Reemployed annuitants.
VCR	5 U.S.C. 3395. Reas & transfer w/in the SES.
VCS	5 U.S.C. 3594(b)(1). Placement out of SES-performance.
VCT	5 U.S.C. 3594(b)(2). Placement out of SES-RIF.
VCW	5 U.S.C. 3594(b)(3). Failure to be recertified in SES.
VDJ	5 U.S.C. 3594(a). Unsat perf--SES prob period.
VDK	5 U.S.C. 3595. RIF-SES.
VDM	5 U.S.C. 3595(b)(3)(A). RIF placement in the SES.
VDR	5 U.S.C. 3595a. Furlough in the SES.
VEJ	5 U.S.C. 4314. Act based on SES performance appraisals.
VFJ	5 U.S.C. 4314(b)(3). Move from SES--performance.
VGG	5 U.S.C. 4703(a)(1). Demo projects-qualifications.
VGJ	5 U.S.C. 4314(b)(4). Move from SES--performance.
VGK	5 U.S.C. 4703(a)(2). Classif & comp demo projects.

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<u>Code</u>	<u>Name/Explanation</u>
VGL	5 U.S.C. 4703. Demo projects.
VGM	5 U.S.C. 3343. Details to international organizations.
VGP	5 U.S.C. 5107. Classification-OPM standards.
VGR	5 U.S.C. 5304. Locality-based comparability.
VHJ	5 U.S.C. 75 Eq. Adverse action-equiv. procedures.
VJJ	5 U.S.C. 75 Relo. Adverse action-declined relocation.
VJM	5 U.S.C. 3325. Appt to sci/prof positions.
VKJ	5 U.S.C. 5362. Grade retention.
VKK	5 U.S.C. 5362 Decl Transfer. Grade ret term--decl trans.
VLJ	5 U.S.C. 5362(c). Grade retention entitlements.
VLK	5 U.S.C. 5362 Reclass. Grade retention--reclass.
VLM	5 U.S.C. 3341. Details.
VMJ	5 U.S.C. 5362(a). Conditions for grade retention.
VMK	5 U.S.C. 5362 RIF. Grade retention-RIF.
VMM	5 U.S.C. 3341 Exc-Other. Detail to exc service psn.
VNJ	5 U.S.C. 5362(d)(3). Grade retention term--decl psn.
VNM	5 U.S.C. 3341 Exc. Detail to excepted service psn.
VPA	Reg. 575.315, Retention Incentive
VPB	Reg. 575.315, (Higher Cap) Retention Incentive
VPC	Reg. 575.315(g), Retention Incentive Terminated
VPE	5 U.S.C. 3374. Assignment from state/local govt.
VPF	5 U.S.C. 5753. Recruitment & relocation bonuses.
VPG	5 U.S.C. 5754. Retention allowance.
VPH	5 U.S.C. 5755. Supervisory differential.
VPL	5 U.S.C. 5362(d)(4). Grade retention terminatd--emp req.
VPM	5 U.S.C. 3341 Reorg. Detail--reorganization.
VPN	5 U.S.C. 5754(d)(3)(A). Retention Incentive.
VPO	5 U.S.C. 5753(e). Recruit/Reloc Incentive (critical).
VPR	5 U.S.C. 5754(e). Retention Incentive.
VPS	5 U.S.C. 5754(f). Retention Incentive (critical).
VPT	Recruitment Incentive (cite Law, E.O., Reg)
VPW	Relocation Incentive (cite Law, E.O., Reg)
VPX	Reg. 575.311. Retention Incentive (no svc agr req).
VPY	Reg. 575.311. Retention Incentive (svc agr req).
VQJ	5 U.S.C. 5362(b). 2-year limit on grade retention.

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<u>Code</u>	<u>Name/Explanation</u>
VQM	5 U.S.C. 3341 Exc-Unclass. Detail-exc svc-unclassif psn.
VRJ	5 U.S.C. 5363. Pay retention.
VSJ	5 U.S.C. 5363(a). Conditions for pay retention.
VSM	5 U.S.C. 3341 Unclass. Detail to unclassified position.
VTJ	5 U.S.C. 5363(e)(2). Grade reten terminated--decl offer.
VUJ	5 U.S.C. 75 Reclass. Adverse action--reclass.
VUL	5 U.S.C. 5343(e)(2). WGI-prevailing rate employee.
VUM	5 U.S.C. 3393 Preappt. SES separatr--preappt conditions.
VVJ	5 U.S.C. 75 Reclass Eq. Adv action--reclass--agy proc.
VWJ	5 U.S.C. 7512. Adverse actions-coverage.
VWK	5 U.S.C. 5384. SES performance award.
VWL	5 U.S.C. 5596. Back pay.
VWM	5 U.S.C. 3341 Growth. Detail--psn w/ growth potential.
VWN	5 U.S.C. 9902(g). Separation incentive. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
VWP	5 U.S.C. 7513. Adverse actions-cause & procedures.
VWR	5 U.S.C. 7513-Eq. Adverse actions--agency procedures.
VXC	5 U.S.C. 5545a(i). Availability pay.
VXK	5 U.S.C. 5941. Cost of living allowances.
VXM	5 U.S.C. 6101. Work schedules.
VYM	5 U.S.C. 3393 Postappt. SES sep--postappt conditions.
VZL	5 U.S.C. 3341 Other. Detail to higher grade--no reorg.
VZM	5 U.S.C. 6303. Annual leave accrual.
V1J	5 U.S.C. 5365. Grade retention--OPM auth for regs.
V1M	5 U.S.C. 3341 Exc-Reorg. Detail to exc svc--reorg.
V1P	5 U.S.C. 5371. 38 U.S.C. Pay.
V2J	5 U.S.C. 75 Relo Eq. Adverse act--decl reloc--agy proc.
V2L	5 U.S.C. 7325. Hatch Act violation.
V2M	5 U.S.C. 3393. SES career appt.
V3A	Reg. 534.404(b)(6). Rating-based lump-sum payment in lieu of a pay adjustment due to range maximum or control point. (Cite law, E.O., or regulation that authorizes the action.)

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**LEGAL AUTHORITY (1)**

<b><u>Code</u></b>	<b><u>Name/Explanation</u></b>
V3B	Reg. 534.404(b)(6). Rating-based lump-sum payment in lieu of a pay adjustment – other reason. (Cite law, E.O., or regulation that authorizes the action.)
V3M	5 U.S.C. 3396(c)(1). SES sabbatical.
V3P	5 U.S.C. 8336(d)(2). "Early out" retirement.
V4J	5 U.S.C. 7532. Susp/removal--nat'l security.
V4L	5 U.S.C. 3394(a) Noncareer. SES noncareer appt.
V4M	5 U.S.C. 3394(a) Limited Term. SES ltd term appt.
V4P	5 U.S.C. 3394(a) Limited Emergency. SES ltd emerg appt.
V5J	5 U.S.C. 75 Preappt. Adverse actions--preappt cond.
V5M	5 U.S.C. 3395(a)(1)(A). Reassign--SES career.
V6J	5 U.S.C. 75 Postappt. Adverse action--postappt cond.
V6M	5 U.S.C. 3395(a)(1)(B). Transfer--SES career.
V7G	5 U.S.C. 4507(e)(1). Meritorious Executive SES.
V7J	5 U.S.C. 75 Preappt Eq. Adv act--preappt cond--agy proc.
V7M	5 U.S.C. 3395(b)(1). Reassign--SES Ltd Emergency.
V7R	5 U.S.C. 95. IRS pay flexibilities. Code is for use by the Internal Revenue Service (Department of the Treasury) only.
V8G	5 U.S.C. 4507(e)(2). Distinguished Executive-SES.
V8J	5 U.S.C. 75 Postappt Eq. Adv act-postappt cond-agy proc.
V8K	32 U.S.C. 709(b). Nat'l Guard technician. Code is only for use by the Air National Guard (Department of the Air Force) and Army National Guard (Department of the Army) technicians employed under title 32, U.S. Code.
V8L	39 U.S.C. 1006. Reemployment based on postal service.
V8M	5 U.S.C. 3395(b)(2). Reassign--SES Ltd. Term.
V8N	32 U.S.C. 709. National Guard tech--comp svc. Code is only for use by the Air National Guard (Department of the Air Force) and Army National Guard (Department of the Army) technicians employed in the competitive service under title 32, U.S. Code.

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**LEGAL AUTHORITY (1)**

<b><u>Code</u></b>	<b><u>Name/Explanation</u></b>
V8V	38 U.S.C. D/VA authority. Code is for use by the Department of Veterans Affairs only.
V9A	5 U.S.C. 75 Reas. Adverse action--declined reassignment.
V9B	5 U.S.C. 75 Reas-Eq. Agency adv action--declined reas.
V9M	5 U.S.C. 3395(d)(1). Reassign--SES noncareer.
V9N	5 U.S.C. 4507a(c). Meritorious Sr Professional - Career.
V9P	5 U.S.C. 4507a(c). Distinguished Sr Professional - Career.

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**LEGAL AUTHORITY (1)**

<u>Code</u>	<u>Name/Explanation</u>
	Wxx
WAM	Sch A, 213.3102(a). Chaplain/Chaplain assts.
WCM	Sch A, 213.3102(c). Pres appt w/o Senate confirm.
WDM	Sch A, 213.3102(d). Attorneys.
WEM	Sch A, 213.3102(e). Law clerk trainees.
WFM	Sch A, 213.3102(f). Interpreter--Chinese/Japanese/Hindu.
WJM	Sch A, 213.3102(j). Former Nat'l Guard technicians.
WKM	Sch A, 213.3102(k). Appt. without compensation.
WLM	Sch A, 213.3102(l). Consultants.
WNM	Sch A, 213.3102(n). Physicians, surgeons, dentists.
WTA	Reg 213.3102(u)-MD. Mental Retardation.
WTB	Reg 213.3102(u)-PD. Psychiatric Retardation.
WUM	Sch A, 213.3102(u). Severely physically handicapped.
WXM	Sch A, 213.3102(x). Work-release program.
WZM	Sch A, 213.3102(z). White House Fellows.
W6M	Sch A, 213.3102(o). Faculty mbr--sci/prof/anal psn.
W9N	Sch A, 213.3102(i)(1). Temp, not F/T-remote loc.
W9P	Sch A, 213.3102(i)(2). Temp, not F/T-crit hiring need.
W9R	Sch A, 213.3102(i)(3). Temp, not F/T-other pos.
W9S	Sch A, 213.3102(r). Internship or Fellowship Programs.
W9T	Sch A, 213.3102(s). Student assigned to medical facility.
	Xxx
XAM	Sch A, 213.3102(aa). GS 11+ sci/prof research assoc.
XBM	Sch A, 213.3102(bb). Alien employees.
XFM	Sch A, 213.3102(ff). Attorney General programs.
XXM	Sch A, 213.3102(ll). Reader/Interpreter/Pers asst.
XZM	Sch A, 213.31xx. Agency-unique Schedule A authority.
X7M	E.O. 13318. Presidential Mgmt Fellows Program.
X9M	Sch A, 213.3102(ii). Presidential Mgmt Fellows Program.

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**LEGAL AUTHORITY (1)**

<b><u>Code</u></b>	<b><u>Name/Explanation</u></b>
	Yxx
YBM	Sch B, 213.3202(b)-HS. Career Experience-HS Diploma Prg.
YCM	Sch B, 213.3202(o). Federal Career Intern Program.
YGM	Sch B, 213.3202(b)-Voc/Tech. Career Exp-Voc/Tech Prog.
YJM	Sch B, 213.3202(j). SES executive development program.
YKB	Sch B, 213.3202(n). Vet Empl Opp Act of 1998.
YMM	Sch B, 213.3202(m). Appt. following removal from the SES.
Y1K	Sch B, 213.3202(a)-HS. Temp Emp-HS Diploma Prog.
Y1M	Sch B, 213.3202(b)-BA/BS. Career Exp-BA/BS Degree Prog.
Y2K	Sch B, 213.3202(a)-Voc/Tech. Temp Emp-Voc/Tech Prog.
Y2M	Sch B, 213.3202(b)-Grad/Prof. Career Exp-Grad/Prof Deg.
Y3K	Sch B, 213.3202(a)-Assoc. Temp Emp-Assoc Degree Prog.
Y3M	Sch B, 213.3202(b)-Assoc. Career Exp-Assoc Degree Prog.
Y4K	Sch B, 213.3202(a)-BA/BS. Temp Emp-BA/BS Degree Prog.
Y5K	Sch B, 213.3202(a)-Grad/Prof. Temp Emp-Grad/Prof Deg.
Y5M	Sch B, 213.32xx. Agency-unique Schedule B authority.
Y7M	Sch C, 213.33xx. Agency-unique Schedule C authority.
Y8M	Sch C, Authority other than Sch C, 213.33xx, (i.e., Law or E.O. which establishes a Sch C Position).
Y9K	Sch C, 213.3302(a). Temporary Transitional Schedule C.

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**LEGAL AUTHORITY (1)**

<u>Code</u>	<u>Name/Explanation</u>
	Zxx
ZAA	(Enter Agency Authority). Vol separations incentive.
ZBA	P.L. 106-117, Sec. 511. Vet Emp Opp Act - comp srv.
ZEA	Pub. Law 111-5. American Reinvest & Recovery Act
ZEM	EO 10450. Security requirements for Government employees.
ZFM	EO 12107. Implementation of Reorganization Plan of 1978.
ZGM	EO 10826. Correction of an administrative error.
ZGY	EO 11203. Conversion of Secret Service Agent.
ZHK	EO 11955. Conversion of astronaut. Code is for use by the National Aeronautics and Space Administration only.
ZHM	EO 12008. Estab of Pres Mgt Intern Program.
ZJK	EO 12721. Family member noncomp appt.
ZJM	EO 12015. Conv of Student Career Exper Prog.
ZJP	EO 12364. Presidential Management Intern Program.
ZJR	Operation Desert Shield.
ZJS	Operation Restore Hope.
ZJT	Operation Uphold Democracy.
ZJU	Operation Joint Endeavor. Bosnia.
ZJV	Operation Allied Force.
ZJW	E.O. 13223 dated 9/14/2001.
ZKM	Law, E.O., or Reg that authorizes Pres Appt.
ZLJ	Other Citation (Law, E.O., or Reg which authorizes discharge because of misconduct).
ZLK	Other Citation (Law, E.O., or Reg which authorizes discharge because of performance).
ZLL	Other Citation (Law, E.O., or Reg which authorizes discharge because of both misconduct and performance).
ZLM	Other Citation (Law, E.O., Reg).
ZMM	EO 12230. Conversion of DEA criminal investigators.
ZNM	Law, E.O., or Reg that authorizes Presidential Appt with Advice and Consent of Senate.

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**LEGAL AUTHORITY (1)**

<u>Code</u>	<u>Name/Explanation</u>
ZPM	P.L. 96-8 (American Institute in Taiwan).
ZQM	31 U.S.C. 732(g). Based on svc with GAO.
ZRL	P.L. 105-119. FBI comp and perf demo. Code is for use by the Federal Bureau of Investigation (Department of Justice) only.
ZRM	Agency Restoration Authority.
ZSE	P.L. 105-61. Change to FERS Coverage.
ZSK	P.L. 99-145, as amended. Spouse pref--DOD.
ZSL	Pub. Law 106-265 (FERCCA), dated September 19, 2000.
ZSM	5 U.S.C. chapter 84. Election of FERS.
ZSP	P.L. 99-574, Sec. 10. NIST demo--appts. Code is for use by the National Institute of Standards and Technology (Department of Commerce) only.
ZSR	P.L. 99-574, Sec. 10(b). NIST demo. Code is for use by the National Institute of Standards and Technology (Department of Commerce) only.
ZST	P.L. 99-574, Sec. 10(b)(1). NIST demo--loss of supv dif. Code is for use by the National Institute of Standards and Technology (Department of Commerce) only.
ZSV	P.L. 99-574, Sec. 10(b)(5). NIST demo. Code is for use by the National Institute of Standards and Technology (Department of Commerce) only.
ZSW	P.L. 99-574, Sec. 10(b)(6). NIST demo--supv diff'l. Code is for use by the National Institute of Standards and Technology (Department of Commerce) only.
ZSX	P.L. 99-574, Sec. 10(b)(10). NIST demo--pay adj. Code is for use by the National Institute of Standards and Technology (Department of Commerce) only.
ZSY	P.L. 99-574, Sec. 10(b)(1), and 10. NIST demo. Code is for use by the National Institute of Standards and Technology (Department of Commerce) only.

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**LEGAL AUTHORITY (1)**

<u>Code</u>	<u>Name/Explanation</u>
ZSZ	P.L. 99-574, Sec. 10(b)(10) - Temp. NIST demo--reas NTE. Code is for use by the National Institute of Standards and Technology (Department of Commerce) only.
ZTM	P.L. 99-586. Appt of former Nat'l Guard Tech.
ZTP	P.L. 99-603. Immigration Act of 1986.
ZTR	P.L. 100-472, Sec. 203. Bur Ind Affairs & Ind Health Sv. Code is for use by the Bureau of Indian Affairs (Department of the Interior) and the Indian Health Service (Department of Health and Human Services) only.
ZTU	28 U.S.C. 602. Admin Ofc of U.S. Courts.
ZTW	P.L. 101-509, Sec. 403. LEO special rates.
ZTZ	P.L. 101-509. FEPCA.
ZVB	P.L. 104-50. FAA reform. Code is for use by the Federal Aviation Administration (Department of Transportation) only.
ZVC	P.L. 107-71. Transportation Security Administration. Code is for use by the Transportation Security Administration (Department of Transportation) only.
ZVE	P.L. 110-161. Section 535 Division E. Code is for use by the Department of Homeland Security only.
Z2M	P.L. 101-510. Def Nuclear Facilities Safty Bd. Code is for use by the Defense Nuclear Facilities Safety Board only.
Z2P	P.L. 103-89. PMRS termination.
Z2R	P.L. 103-226. Vol. separations incentive.
Z2S	5 U.S.C. 5545a. Availability pay.
Z2U	P.L. 103-337. Defense Lab Demo. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z2W	P.L. 104-106. Defense Acquisition Demo. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.

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**LEGAL AUTHORITY (1)**

<b><u>Code</u></b>	<b><u>Name/Explanation</u></b>
Z4A	P.L. 108-201, Sec. 9804 (critical). Recruitment bonus. Code is for use by the National Aeronautics and Space Administration only.
Z4B	P.L. 108-201, Sec. 9804. Recruitment bonus. Code is for use by the National Aeronautics and Space Administration only.
Z4C	P.L. 108-201, Sec. 9804 (critical). Redesignation bonus. Code is for use by the National Aeronautics and Space Administration only.
Z4D	P.L. 108-201, Sec. 9804. Redesignation bonus. Code is for use by the National Aeronautics and Space Administration only.
Z4E	P.L. 108-201, Sec. 9804 (critical). Relocation bonus. Code is for use by the National Aeronautics and Space Administration only.
Z4F	P.L. 108-201, Sec. 9804. Relocation bonus. Code is for use by the National Aeronautics and Space Administration only.
Z4G	P.L. 108-201, Sec. 9805 (critical). Retention bonus. Code is for use by the National Aeronautics and Space Administration only.
Z4H	P.L. 108-201, Sec. 9805. Retention bonus. Code is for use by the National Aeronautics and Space Administration only.
Z4J	P.L. 108-201, Sec. 9806 (critical). Term Appt NTE. Code is for use by the National Aeronautics and Space Administration only.
Z4K	P.L. 108-201, Sec. 9806. Term Appt NTE. Code is for use by the National Aeronautics and Space Administration only.
Z4L	P.L. 108-201, Sec. 9806 (critical). Conv Career/CC Appt. Code is for use by the National Aeronautics and Space Administration only.
Z4M	P.L. 108-201, Sec. 9806. Conv Career/CC Appt. Code is for use by the National Aeronautics and Space Administration only.
Z4N	P.L. 108-201, Sec. 9810 (critical). Career-Cond Appt. Code is for use by the National Aeronautics and Space Administration only.
Z4P	P.L. 108-201, Sec. 9810. Career-Cond Appt. Code is for use by the National Aeronautics and Space Administration only.

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**LEGAL AUTHORITY (1)**

<u>Code</u>	<u>Name/Explanation</u>
Z4S	P.L. 108-201, Sec. 9806 (critical). Conv Career/CC (MP). Code is for use by the National Aeronautics and Space Administration only.
Z4T	P.L. 108-201, Sec. 9806. Conv Career/CC (MP). Code is for use by the National Aeronautics and Space Administration only.
Z4V	P.L. 108-201, Sec. 9813 (critical). SES Lmtd Term/Provis. Code is for use by the National Aeronautics and Space Administration only.
Z4W	P.L. 108-201, Sec. 9813. SES Lmtd Term/Provis. Code is for use by the National Aeronautics and Space Administration only.
Z4X	P.L. 108-201, Sec. 9814 (critical). Prom/Reas/Conv Appt/Trnf. Code is for use by the National Aeronautics and Space Administration only.
Z4Y	P.L. 108-201, Sec. 9814. Prom/Reas/Conv Appt/Trnf. Code is for use by the National Aeronautics and Space Administration only.
Z5A	Reg. 9901.231. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5B	DoD Comp Exam (name of installation issuing certificate), Cert No. _____ . Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5C	Direct-Hire Authority (cite DoD authority and date). Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5D	Reg. 9901.511(d)(2) Temp. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5E	Reg. 9901.511.(d)(2) Term. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5F	Reg. 9901.511(d)(2) Eligible. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5G	Reg. 9901.511(d)(1)(i)(A) Temp. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.

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<b><u>Code</u></b>	<b><u>Name/Explanation</u></b>
Z5H	Reg. 9901.511(d)(1)(i)(A) NonComp. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5J	Reg. 9901.511(d)(1)(ii)(B) Term. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5L	Cite specific DoD authority and date; Comp. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5M	Cite specific DoD authority and date; Exc. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5R	Reg. 9901.516(e)(8)(i) ABP. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5T	Reg. 9901.516(e)(8)(ii) ACP. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5U	Reg. 9901.516(e)(8)(iii) EPP. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5V	Reg. 9901.353(a)(1) Incr. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5W	Reg. 9901.353(a)(1) Decr. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5X	5 U.S.C. 75. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z5Y	Reg. 9901.343 Perf. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z6A	Reg. 9901.343 Conduct. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.

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**LEGAL AUTHORITY (1)**

<b><u>Code</u></b>	<b><u>Name/Explanation</u></b>
Z6B	Reg. 9901.343 Perf and Conduct. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z6C	Reg. 9901.355(c). Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z6D	Reg. 9901.355(b). Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z6E	Reg. 9901.512(b)(2) Supvy. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z6G	5 U.S.C. 1204. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z6H	Reg. 9901.356(f)(1). Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z6J	Reg. 9901.514. Appt of non-citizen. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z6K	Reg. 9901.323. Two-part general increase. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z6L	Reg. 9901.511(d)(1)(ii)(B) NonComp. Term Appt. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z6M	Reg. 9901.343 Conduct, Involuntary reduction in band. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.
Z6N	Reg. 9901.343 Perf and Conduct. Invol reduct in band. Code is for use by the Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy only.