

Field Name	Format	Length	Edit Mask	Beg. Pos.	End. Pos.	Edits
PH-CAFE-BN-DOWNLOAD						
FILE: 070						
This file contains payroll deductions and demographic data as of the date the download is run. The file is used to provide information to SABC for annual open enrollment for Cafeteria plan.						
Selected for download by Agency Number						
SSN	A	9		1	9	
The social security number assigned by the federal government which uniquely identifies an individual						
LAST NAME	A	15		10	24	
employee last name						
FIRST NAME	A	9		25	33	
employee first name						
MIDDLE INITIAL	A	1		34	34	
employee middle initial						
STREET 1	A	30		35	64	
first line of employee address						
STREET 2	A	30		65	94	
second line of employee address						
CITY	A	15		95	109	
city for employee address						
STATE	A	2		110	111	
state abbreviation for employee address						
ZIP	A	9		112	120	
postal zip code for employee address						
LOCATION	A	12		121	132	
employee's pay location or department						
DATE OF BIRTH	N	8	YYYYMMDD	133	140	
employee's date of birth						

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DATE OF HIRE	N	8	YYYYMMDD	141	148	
employee's date of hire with the agency						
FILING STATUS	A	1		149	149	
employee's federal tax filing status						
S = single						
J = joint						
IRS ALLOWANCE	N	2		150	151	
employee's total number of allowances for federal tax						
NUMBER OF PAY PERIODS	N	2		152	153	
how many times the employee is paid in a year						
PAY MODE	A	1		154	154	
pay frequency						
W = weekly						
B = bi-weekly						
S = semi-monthly						
M = monthly						
SEX	A	1		155	155	
employees gender						
F = female						
M = male						
SALARY	N	7.2		156	164	
pay period salary for the employee						
The following Deduction Codes, Cafe Codes, and Cafe Amounts occur up to 25 times.						
Group Description:						
Refer to Positions 158 - 557 for related data.						
Group Item # 1: Pos. 158 - 173						
Group Item # 25 Pos.542 - 557						
DEDUCTION CODE	A	5		n/a	n/a	
5 digit code used by SPAHRs to identify individual payroll deductions						
CAFE CODE	A	2		n/a	n/a	
indicates if the deduction is pre-tax or after-tax						
'01' = Cafe (pre-tax)						
'02' = Non-Cafe (after-tax)						
CAFE AMOUNT	N	7.2		n/a	n/a	
amount of deduction associated with the Deduction Code						

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Note: Up to 25 occurrences may be entered. A CAFE CODE and CAFE AMOUNT must be entered for each DEDUCTION CODE.						
DEDUCTION-CODE-1	A	5		165	169	
CAFE-CODE-1	A	2		170	171	
CAFE-AMOUNT-1	N	7.2		172	180	
DEDUCTION-CODE-2	A	5		181	185	
CAFE-CODE-2	A	2		186	187	
CAFE-AMOUNT-2	N	7.2		188	196	
DEDUCTION-CODE-3	A	5		197	201	
CAFE-CODE-3	A	2		202	203	
CAFE-AMOUNT-3	N	7.2		204	212	
DEDUCTION-CODE-4	A	5		213	217	
CAFE-CODE-4	A	2		218	219	
CAFE-AMOUNT-4	N	7.2		220	228	
DEDUCTION-CODE-5	A	5		229	233	
CAFE-CODE-5	A	2		234	235	
CAFE-AMOUNT-5	N	7.2		236	244	
DEDUCTION-CODE-6	A	5		245	249	
CAFE-CODE-6	A	2		250	251	
CAFE-AMOUNT-6	N	7.2		252	260	
DEDUCTION-CODE-7	A	5		261	265	
CAFE-CODE-7	A	2		266	267	
CAFE-AMOUNT-7	N	7.2		268	276	
DEDUCTION-CODE-8	A	5		277	281	
CAFE-CODE-8	A	2		282	283	
CAFE-AMOUNT-8	N	7.2		284	292	
DEDUCTION-CODE-9	A	5		293	297	
CAFE-CODE-9	A	2		298	299	
CAFE-AMOUNT-9	N	7.2		300	308	
DEDUCTION-CODE-10	A	5		309	313	
CAFE-CODE-10	A	2		314	315	
CAFE-AMOUNT-10	N	7.2		316	324	
DEDUCTION-CODE-11	A	5		325	329	
CAFE-CODE-11	A	2		330	331	
CAFE-AMOUNT-11	N	7.2		332	340	
DEDUCTION-CODE-12	A	5		341	345	
CAFE-CODE-12	A	2		346	347	
CAFE-AMOUNT-12	N	7.2		348	356	
DEDUCTION-CODE-13	A	5		357	361	
CAFE-CODE-13	A	2		362	363	
CAFE-AMOUNT-13	N	7.2		364	372	
DEDUCTION-CODE-14	A	5		373	377	
CAFE-CODE-14	A	2		378	379	
CAFE-AMOUNT-14	N	7.2		380	388	
DEDUCTION-CODE-15	A	5		389	393	
CAFE-CODE-15	A	2		394	395	
CAFE-AMOUNT-15	N	7.2		396	404	
DEDUCTION-CODE-16	A	5		405	409	
CAFE-CODE-16	A	2		410	411	
CAFE-AMOUNT-16	N	7.2		412	420	
DEDUCTION-CODE-17	A	5		421	425	
CAFE-CODE-17	A	2		426	427	
CAFE-AMOUNT-17	N	7.2		428	436	

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DEDUCTION-CODE-18	A	5		437	441	
CAFE-CODE-18	A	2		442	443	
CAFE-AMOUNT-18	N	7.2		444	452	
DEDUCTION-CODE-19	A	5		453	457	
CAFE-CODE-19	A	2		458	459	
CAFE-AMOUNT-19	N	7.2		460	468	
DEDUCTION-CODE-20	A	5		469	473	
CAFE-CODE-20	A	2		474	475	
CAFE-AMOUNT-20	N	7.2		476	484	
DEDUCTION-CODE-21	A	5		485	489	
CAFE-CODE-21	A	2		490	491	
CAFE-AMOUNT-21	N	7.2		492	500	
DEDUCTION-CODE-22	A	5		501	505	
CAFE-CODE-22	A	2		506	507	
CAFE-AMOUNT-22	N	7.2		508	516	
DEDUCTION-CODE-23	A	5		517	521	
CAFE-CODE-23	A	2		522	523	
CAFE-AMOUNT-23	N	7.2		524	532	
DEDUCTION-CODE-24	A	5		533	537	
CAFE-CODE-24	A	2		538	539	
CAFE-AMOUNT-24	N	7.2		540	548	
DEDUCTION-CODE-25	A	5		549	553	
CAFE-CODE-25	A	2		554	555	
CAFE-AMOUNT-25	N	7.2		556	564	
SPAHRS-AGENCY-NUMBER	N	4		565	568	
Field Name (new fields added 01/07/2021)	Format	Length	Edit Mask	Beg. Pos.	End. Pos.	Edits
HOURLY-RATE	N	3.2		569	573	
Hourly salary for the employee. Will contain zeroes unless Screen Option 'Include Employees Salary' = 'Y'.						
RETIREMENT-PGM-1	A	5		574	578	
Most current retirement pgm						
RETIREMENT-PGM-2	A	5		579	583	
Previous retirement pgm - may be blank						
RETIREMENT-PGM-3	A	5		584	588	
Previous retirement pgm - may be blank						
RETIREMENT-PGM-4	A	5		589	593	
Previous retirement pgm - may be blank						
RETIREMENT-PGM-5	A	5		594	598	
Previous retirement pgm - may be blank						