



## New Hire Interconnection Attribute List

The below table includes the most commonly-requested New Hire and position data in the New Hire Interconnection (NHI) implementations. If you have any questions, please contact your account manager or [emily.saeda@opm.gov](mailto:emily.saeda@opm.gov).

When reviewing the table below, \* indicates the attribute is required when using NHI.

ID	Attribute Name	Definition
90	First Name*	The first name of the New Hire being onboarded.
91	Middle Name*	The middle name of the New Hire being onboarded.
92	Last Name*	The last name of the New Hire being onboarded.
93	Suffix*	The name suffix of the New Hire being onboarded.
94	Social Security Number*	The social security number assigned to the New Hire being onboarded by the Social Security Administration.
95	Position Title*	The official classified position title the New Hire was selected for and onboarding into.
96	Pay Plan*	A particular table or array of pay rates prescribed by law or other authoritative source that establishes the basic pay rates for certain employees. (EHRI Definition)
97	Series*	The occupational series of the position for which the New Hire was selected.
98	Duty Location – City*	The city where the New Hire will primarily work from.
99	Duty Location – State*	The state where the New Hire will primarily work from.
103	Grade*	The grade level or payband in which the New Hire was selected at. This is used to determine the amount of base pay for the employee, in combination with the Step.
107	Phone Number	Domestic or Foreign phone number.
109	Date of Birth*	The month, day, and year in which the New Hire was born.
110	Gender	A New Hire's gender.





ID	Attribute Name	Definition
111	Are you Hispanic or Latino? (A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race)	The New Hire's ethnicity indicator.
112	Select the racial category or categories you most closely identify yourself with.	The New Hire's racial category or categories indicator.
113	Address 1	The street address where the New Hire resides.
114	Address 2	Additional mailing information for sending mail to the New Hire.
115	Apartment/Suite	The apartment or suite number if the New Hire resides in multi-unit housing building.
116	City	The city where the New Hire resides.
117	State	The state where the New Hire resides.
118	Postal Code	The postal code where the New Hire resides.
119	Country	The country where the New Hire resides.
121	Country of Citizenship	The country in which the New Hire has citizenship.
122	City of Birth	The city in which the New Hire was born.
125	Email Address	The primary email address where the New Hire can be contacted.
126	Agency/Department	
127	Bureau/Division	
128	Branch/Organization	
123	State of Birth	The state in which the New Hire was born.
130	Effective Date of Appointment	The effective date of the New Hire's appointment.
131	Oath of Office - City	The city where an agency representative administered the oath of office to the New Hire.
124	Country of Birth	The country in which the New Hire was born.
134	Was the oath of office administered at the new hire's duty location?	Identify whether the system should populate the oath of office location based on the Duty Location or a separate location.
141	Have you served in the Peace Corps? (Public Health Service Commissioned Corps or National Oceanic and Atmospheric Administration Commissioned Corps)	Identify whether the New Hire ever served in the Peace Corps.
142	Have you served as a civilian employee in the United States or District of Columbia (DC) government?	Identifies whether the New Hire ever served as a civilian employee.
132	Oath of Office - State	The city where an agency representative administered the oath of office to the New Hire.
133	Oath of Office - Country	The city where an agency representative administered the oath of office to the New Hire.



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147	Did you retire from military service?	Identify if the New Hire retired from the branch of service entered.
158	Provide the reason you did not register with the Selective Service.	Explanation of why the New Hire has not registered with the selective service if they are a male born after 12/13/1959.
159	Provide the type of retirement pay, pension, or other retired pay you are receiving or applied for based on military, Federal civilian, or District of Columbia Government service.	Explanation of the type of retirement pay, pension, or other retired pay the New Hire is receiving or has applied for based on military, Federal civilian, or District of Columbia Government service.
160	Agency or Department Address 1	Street address where the agency is located.
161	Agency or Department City	City where the agency is located.
162	Agency or Department State	State where the agency is located.
163	Agency or Department Postal Code	Postal Code where the agency is located.
165	Would you like to self-identify your race and ethnicity?	Identifies whether or not the New Hire elects to provide their race and ethnicity information.
157	What is the new hire's adjudicated veteran's preference?	The type of veteran preference the HR office has adjudicated the veteran is eligible for and granted.
166	Would you like to self-identify whether or not you have a disability?	Identified whether or not the New Hire elects to provide their disability information.
172	Did you have a total of more than 6 months absence without pay during any one calendar year?	Identifies whether or not the New Hire had more than 6 months of absence without pay during the last calendar year.