

LED Enhancements: Federal Workers

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Federal Workers – Project Goal

Integrate person characteristics of Federal workers and establishment characteristics of Federal agencies into LEHD Infrastructure Files using data from Office of Personnel Management (OPM)

Federal Workers – Steps of Project

Constructing “UI-Like” Files

- Filtering out Duplicate Federal Worker Records
- Determining Accurate Quarterly Wages for All Federal Workers
- Imputing Quarterly Wages for Part-Time and Seasonal Federal Workers

Constructing “ES202-Like” Files

- Geocoding Work Location
- Integrating SEINUNIT Identifier into Production Process
- Defining Successor-Predecessor Relationships in OPM Data

Federal Workers – OPM Data

Primary Data Files (Central Personnel Data File)

- Status File
 - Quarterly Snapshot of Federal Worker Characteristics: PIK, DOB, agency, duty station, annualized total pay, occupation, education level, race, sex
- Dynamics File
 - Documentation of Federal Worker Personnel Actions: monthly actions aggregated by quarter

Auxiliary Data Files

- Personnel Office Indicator File
 - Location Information for Federal Agencies: primary address and zip code for personnel office contact, but not latitude/longitude
- Standard Code Table File
 - Lookup Table for Status and Dynamics Files

Federal Workers – “UI-Like” File Construction

Filtering out Duplicate Federal Worker Records

- Determining if Workers have Multiple Federal Appointments

Determining Accurate Quarterly Wages for All Federal Workers

- Discrepancies between Status and Dynamics Files

Imputing Quarterly Wages for Part-Time and Seasonal Federal Workers

- Assigning Quarterly Hours Worked Using Imputation based on CPS

Federal Workers – “ES202-Like” File Construction

FUTURE WORK and DOWNSTREAM ISSUES

Geocoding Work Location

- How to ensure that the location information is meaningful to geocoding software (mapping VARNAME to physical address)

Integrating SEINUNIT Identifier into Production Process

- Currently imputed when data does not stem from Minnesota – processes need to accommodate a mix of available and unavailable SEINUNIT information

Defining Successor-Predecessor Relationships in OPM Data

- How to define and identify Successor-Predecessor Relationships in OPM based on administrative info (relationships based on worker flows are automatically determined)

Federal Workers – Integrating into QWI

FUTURE WORK and DOWNSTREAM ISSUES

Assessing impact on current QWI

- Initial assessment of inclusion of additional records into 'All' ownership category – impact on measures as-is
- Initial assessment of new breakout by non-private employment – state vs. federal employees, additional computational burden, additional data storage size
- TBD: how to break out (or not) federal employment

New variables on QWI?