

HR Enterprise Structure

Personnel Area (PA)	Personnel SubArea (PSA)	Employee Group (EG)	Employee SubGroup (ESG)	Payroll Area	Benefit Area	1st Program Group	2nd Program Group (if eligible)	Contract
Z010 = Calumet	Z001 = Pay with Benefits	A = Admin/Professional	ZZ = 9 Month AY Exempt	Academic	Purdue	Pay with Benefits	Admin/Professional	ZA = CES County Support Staff
Z020 = Fort Wayne	Z002 = Pay without Benefits	(Admin/Prof)	Z1 = 9 Month Exempt	Fiscal		Pay without Benefits	- or -	ZC = COBRA
Z030 = North Central	Z003 = Non Pay with Benefits	30A/60A positions	Z2 = 10 Month Exempt			Non Pay with Benefits	FEHB (manual)	ZD = Emeritus Retiree
Z040 = West Lafayette	Z004 = Non Pay without Benefits		Z3 = 11 Month Exempt			Non Pay without Benefits	Clerical	ZG = Official Retiree
Z050 = IUPUI		B = Clerical	Z4 = 12 Month Exempt	Biweekly				ZH = Surviving Dependent
		Clerical positions	Z5 = 9 Month Nonexempt					ZI = PRF
			Z6 = 10 Month Nonexempt					ZJ = PAA
			Z7 = 11 Month Nonexempt					ZK = PO4
			Z8 = 12 Month Nonexempt					ZL = FAA
		C = Clinical, Research, Non Tenured	ZZ = 9 Month AY Exempt	Academic			Faculty	ZM = Grandfathered TIAA
		LT 50% (Clin Res NonTT < 50%)	Z1 = 9 Month Exempt	Fiscal				ZP = Grandfathered PERF
			Z2 = 10 Month Exempt					ZQ = Disability
			Z3 = 11 Month Exempt					ZS = Retiree Spouse
			Z4 = 12 Month Exempt				FEHB (manual)	ZT = Staff/Retiree Dependent
		D = Continuing Lecturer	ZZ = 9 Month AY Exempt	Academic			Continuing Lecturer	Z1 - Enrolled Purdue Student
		(Continuing Lect)	Z1 = 9 Month Exempt	Fiscal				Z2 - Not enrolled Purdue Student
		Continuing lecturer positions	Z2 = 10 Month Exempt					NP - Nonexempt Professional
			Z3 = 11 Month Exempt					
			Z4 = 12 Month Exempt					
		E = Faculty	ZZ = 9 Month AY Exempt	Academic			Faculty	
		Tenured/Tenure Track faculty	Z1 = 9 Month Exempt	Fiscal			FEHB (manual)	
		F = Fellowship Post Doctoral (Fellow Post Doc)	Z4 = 12 Month Exempt				Fellowship Post Doc	
		G = Fellowship Pre Doctoral/Other (Fellow Pre Doc/Other)	Z9 = Fellowship	Fiscal			Fellow Pre Doc/Other	
		H = Fire/Police BW Salary	Z9 = Fellowship	Fiscal			Fire	
		Note: Fire positions require special EG	Z5 = 9 Month Nonexempt	Biweekly				
			Z6 = 10 Month Nonexempt					
			Z7 = 11 Month Nonexempt					
			Z8 = 12 Month Nonexempt					
		I = Fire/Police Mgmt	ZZ = 9 Month AY Exempt	Academic			Fire/Police Mgmt	
		Note: Fire positions require special EG (20As)	Z1 = 9 Month Exempt	Fiscal				
			Z2 = 10 Month Exempt					
			Z3 = 11 Month Exempt					
			Z4 = 12 Month Exempt					
		J = Graduate Student	ZZ = 9 Month AY Exempt	Academic			Graduate Student	
			Z1 = 9 Month Exempt	Fiscal				
			Z2 = 10 Month Exempt					
			Z3 = 11 Month Exempt					
			Z4 = 12 Month Exempt					
		K = Limited Term Lecturer (Limited Term Lect)	ZZ = 9 Month AY Exempt	Academic			Other Non Eligible	
			Z1 = 9 Month Exempt	Fiscal				
			Z4 = 12 Month Exempt					
		L = Mgmt/Professional (Mgmt/Prof)	ZZ = 9 Month AY Exempt	Academic			Mgmt/Professional - or - FEHB (manual)	
		20A/50A positions	Z1 = 9 Month Exempt	Fiscal				
			Z2 = 10 Month Exempt					
			Z3 = 11 Month Exempt					
			Z4 = 12 Month Exempt					
		M = Non Exempt Professional (Non Exempt Prof)	Z5 = 9 Month Nonexempt	Biweekly			Non-Exempt Professionals	
		Grandfathered 30A/60A	Z6 = 10 Month Nonexempt					
			Z7 = 11 Month Nonexempt					
			Z8 = 12 Month Nonexempt					
		N = Non-Pay	Z0 = Non-Pay	Non Pay			Other Non Eligible	
		Retirees, Adjuncts, Courtesy, Associates, Affiliates, Visiting Scholars, Non paid w/Privileges, IPFW IU positions					or	
		Note: Special care needed to set up people in PAA/PRF/1PO4 since they are benefits eligible					PAA/PRF/1PO4, Retiree, LTD, COBRA	
		O = Operations/Technical Assistant (Operations Asst)	Z5 = 9 Month Nonexempt	Biweekly			Operations Assistant	
		40A/70A positions	Z6 = 10 Month Nonexempt					
			Z7 = 11 Month Nonexempt					
			Z8 = 12 Month Nonexempt					
		Q = Fire/Police Hourly	Z5 = 9 Month Nonexempt	Biweekly			Police	
		Note: Police positions require special EG	Z6 = 10 Month Nonexempt					
			Z7 = 11 Month Nonexempt					
			Z8 = 12 Month Nonexempt					
		R = Fire/Police Admin	ZZ = 9 Month AY Exempt	Academic			Fire/Police Admin	
		Note: Police positions require special EG (30As)	Z1 = 9 Month Exempt	Fiscal				
			Z2 = 10 Month Exempt					
			Z3 = 11 Month Exempt					
			Z4 = 12 Month Exempt					
		S = Post Docs/Interns/Resident (Post Doc Int Res)	ZZ = 9 Month AY Exempt	Academic			Post Doc/Intern/Res	
			Z1 = 9 Month Exempt	Fiscal				
			Z4 = 12 Month Exempt					
		T = Residence Hall Counselor (Residence Hall Couns)	ZZ = 9 Month AY Exempt	Academic			Other Non Eligible	
			Z1 = 9 Month Exempt	Fiscal				
			Z2 = 10 Month Exempt					
			Z3 = 11 Month Exempt					
			Z4 = 12 Month Exempt					
		U = Service	Z5 = 9 Month Nonexempt	Biweekly			Service	
		Service positions except fire/police	Z6 = 10 Month Nonexempt					
			Z7 = 11 Month Nonexempt					
			Z8 = 12 Month Nonexempt					
		V = Student	Z8 = 12 Month Nonexempt	Biweekly			Other Non Eligible	
		W = Temporary A/P	Z4 = 12 Month Exempt	Fiscal			Other Non Eligible	
		X = Temporary Clerical/Service (Temporary Cler/Serv)	Z8 = 12 Month Nonexempt	Biweekly			Other Non Eligible	
		Y = Visiting Faculty/Emeritus Faculty	ZZ = 9 Month AY Exempt	Academic			Visit/Emeritus Fac	
			Z1 = 9 Month Exempt	Fiscal				
			Z4 = 12 Month Exempt					