

GL Specifications

AMERICAN BATTLE MONUMENTS COMMISSION

GL Specifications

26 January 2026

This document describes the interface from FSN payroll into the ABMC financial management system. This interface must be executed as described to keep the General Ledger fully synchronized with the financial impact of the ABMC foreign payrolls.

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Background

To keep the Agency's General Ledger synchronized with the payroll, the payroll provider must produce interface files for ABMC's Oracle Federal Financial (OFF) system. This document focuses on the requirements and specifications for the payroll-Oracle interface. The interface files generated by the payroll providers are imported by ABMC using custom programs maintained by the Interior Business Center (IBC).

Interface File

The GL interface file is used to transfer summary payroll financial data into Oracle Federal Financials; it does not include employee-specific information. This file provides the only automated link between the payroll system and the General Ledger. The interface file must be created by the payroll system and transferred to ABMC for review via a secure transmission. After review, ABMC uploads the file to IBC via a private secure transmission to be imported into Oracle.

Each country payroll will have at least one GL interface file for each payroll period, containing the regular payroll information for that month. In addition, there are external tax authorities and third party supplemental benefit programs which are paid on a monthly, quarterly, or annual basis. When one of these payments is made in conjunction with a monthly payroll, the GL accounting information must be included in the interface file. When the payment is not made monthly, then an accrual interface file must be generated each month. When the payment is made (for example, at the end of a quarter), multiple interface files must be generated: ones to reverse each monthly accrual and one to reflect the actual payment.

Content

The Oracle interface file does not contain balanced journal entries. In fact, the data does not even contain actual General Ledger account numbers. Instead, the file contains total amounts for each Budget Object Class (BOC), Cost Center, and Location (cemetery or office), summarized from the employee detail. The file extension code designates the type of data in the file (e.g., regular payroll, social security accrual, etc.). When the file is imported into Oracle, the file extension and "Entry Event" fields are used to determine the actual GL account codes and balancing entries needed to reflect the true nature of the transaction. Oracle will always generate balanced journal entries based on the interface file content.

NOTE: The BOC and cost center codes and the frequency of payments are subject to change. The implementation should provide a responsive flexibility for such parameters.

Paid

The "paid" category are those amounts which are "immediately" paid in conjunction with the payroll. Obviously, net pay to employees are paid immediately. In addition, certain external payroll providers are also immediately paid. In general, all payment categories are assumed to be "paid" unless otherwise specified in the "Accrual" sections. All of these amounts are entered in the "regular pay" interface file

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(refer to the “Type Code” section). Entries in the “Paid” category will have ITS payment records generated to actually initiate the payment to the employees and/or vendors.

Accruals

In addition to calculating the employee gross pay, deductions, and net pay, the payroll system determines employer contributions for taxes, benefits, and external supplemental benefit programs. While most of these payments are made monthly at the same time as the employee payments, some are not. Contributions to programs that are not immediately paid on the monthly cycle must be accrued until the corresponding payment is made.

Thus, the accrual process consists of three separate processes:

1. Payroll contributions – the “accrual” – Employee deductions and employer contributions computed with each monthly payroll. Specific BOC and accounts in the general ledger are used to accumulate the monthly contributions. No ITS file is generated at this point.
2. Periodic payments – the “reversal” – When the payment will be made, the accruals for the previous payment cycles must be reversed. No ITS file is generated at this point.
3. Periodic payments – the “disbursement” – Consolidated payments are made on a quarterly or annual basis. The payment amount is the sum of all contributions made in the previous payroll months. For France, an ITS payment is created by ABMC in conjunction with the disbursement to actually initiate the vendor payment. Netherlands holiday bonus and Italy severance are paid via regular payroll. Tunisia social security is charged directly by the State Department; no ITS payment.

All payments that are delayed (via the accrual, reversal and disbursement processes) are handled by the “non-regular pay” interface files (refer to the “Type Code” section).

Monthly Contributions – the “Accrual”

For each accrual category, the interface file will have a separate entry for employee contributions (i.e., deductions) and/or for employer contributions. The “Entry Event” designates the contribution source:

- WTHACCRUAL – Employee withholding deduction
- ECACCRUAL – Employer contribution

A BOC is associated with each accrual category. The “Type Code” (which also serves as the file extension of the interface file) and the “Entry Event” field guide Oracle to select the appropriate general ledger accounts. Note that since an actual payment is not yet being made, the standard budget exchange rate is used and there will be no gain or loss. Gain and loss calculations are applicable only at the time of disbursement.

Reversal

When a periodic payment to the external entity is scheduled, the previously entered accruals must be reversed. The interface file for the reversal is identical in all respects to the accruals, except:

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- The amounts are shown as a negative value (thus reversing the effect of the original accrual).
- The amount on each line is the sum of the associated accruals which are being reversed, which will typically span 3, 6, or 12 months of data.
- The financial year and period are the current period in which the reversal is being posted.
- The posting date is the current date of the reversal.
- The file extension will be identical to the original accrual file name, with a suffix of “R” denoting the reversal. For example, the France Intervie accrual file extension is “FIN”, so the reversal extension will be “FINR”.

Disbursement

When a periodic payment to the external entity is scheduled, the previously entered accruals must be re-entered as a paid entry (rather than as an accrual). The interface file for the disbursement is similar to the original accruals, except:

- The amount on each line is the sum of the associated accruals and is shown as a positive number (i.e., negative payments are not valid).
- The financial year and period are the current period in which the payment is being posted.
- The posting date is the effective date of the disbursement.
- The “Entry Event” will be “PAY_PAYROL” (rather than the “WTHACCRUAL” and “ECACCRUAL” codes used during the accrual and reversal stages).
- Since a payment is actually being made, the gain/loss calculations must be included, using the standard budget rate and US Treasury disbursement exchange rate on the day of the payment. ABMC will provide the disbursement rate to be used.
- The file extension will be identical to the original accrual file name, with a suffix of “D” denoting the disbursement. For example, the France Intervie accrual file extension is “FIN”, so the disbursement extension will be “FIND”.

Currencies

All journal entries to the Oracle General Ledger are stated in US dollars. Therefore, all payroll foreign currency amounts must be converted to US dollars when the Oracle interface file is created. Because foreign currency exchange rates fluctuate daily throughout the year, gains or losses may result when expenditures are executed at different rates than planned.

Currency Conversion

In general, a foreign currency amount is converted to US dollars by dividing the foreign amount by the exchange rate and rounding to the nearest penny (i.e., two decimal points of accuracy):

$$US\$Amount = round\left(\frac{ForeignCurrencyAmount}{ExchangeRate}, 2\right)$$

For example, if the exchange rate is .7207, then 1000€ is equivalent to \$1,387.5399, rounded to \$1,387.54. All currency amounts must be rounded to the decimal precision of the foreign currency itself.

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Thus, Tunisian amounts in TND must be expressed with three decimal points, while all other currencies (including the US dollar) are expressed with two decimal points.

Budget Rate

ABMC's budget is planned well before the beginning of the fiscal year, which starts on October 1. Any foreign currency expenses are converted to US dollars and budgeted to the operating fund **0100AyyXXD** using a "budget" exchange rate which will be in effect throughout the fiscal year:

$$US\$Budget = round\left(\frac{ForeignCurrencyAmount}{BudgetRate}, 2\right)$$

Prior to the beginning of each fiscal year, ABMC will provide a document that identifies the budget rate for each country for the coming fiscal year.

Disbursement (Treasury) Exchange Rate

When disbursements are made, the actual daily currency rate, the US Treasury or "disbursement" rate, is used. The expenditure in US dollars for the payment uses the "disbursement" rate:

$$US\$Disbursement = round\left(\frac{ForeignCurrencyAmount}{DisbursementRate}, 2\right)$$

Disbursement exchange rates change on a daily basis. Prior to running any payroll, ABMC will obtain and provide a US Treasury disbursement rate.

Gains and Losses

Gains and losses occur when expenditure planning is done at a "budget" rate but the later actual expenditures are done at a variable "disbursement" rate. The difference between the two rates will generate either a gain or a loss.

If the disbursement rate is **lower** than the budget rate, then it will take more US dollars than planned to cover the expense, which represents a loss:

$$US\$Loss = US\$Disbursement - US\$Budget$$

If the disbursement rate is **higher** than the budget rate, then fewer US dollars are required, which represents a gain:

$$US\$Gain = US\$Budget - US\$Disbursement$$

The relationship between the two rates uniquely determines whether the amount is a gain or loss, and which formula above is to be used. In the Oracle interface, the "Entry Event" field identifies whether the value represents a gain (FC_GAIN) or a loss (FC_LOSS).

While the foreign currency amount is usually a positive value, negative values can occur. For example, if a payment or deduction was excessive in the previous month, a compensating (i.e., negative)

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adjustment might be required. The sign of the original foreign currency amount does NOT influence the choice of gain or loss; the choice depends exclusively on the relationship of the two rates. However, the sign of the gain or loss should always be identical to the sign of the original foreign currency amount: if the original amount is positive, the gain/loss should be positive, and if the original amount is negative, the gain/loss should be negative, as well.

Reporting Gains/Losses to Oracle

The ABMC Finance division will provide the “budget” and “disbursement” rates to be used for each payroll cycle.

Because of the timing and conversion rate differences, the general ledger impact of an expenditure will have two components: the budgeted amount and the gain/loss amount. Planned expenditures using the budget rate are accumulated in the operational **0100AyyXXD** fund, whereas the gain/loss variances are accumulated in the foreign currency **0100AyyXXF** fund. Therefore, purchasing activity will have two entries in the interface file: an operational value for the “D” fund, and a gain/loss amount for the “F” fund. Any gain/loss value should always have the same positive/negative sign as the original “D” fund amount to which it applies. In the rare case where the two exchange rates are identical, no “F” fund line would be included because the variance would be zero.

Note that the gain/loss situation is relevant only when a disbursement payment is made. No gain or loss is reported when a transaction is accrued or when a previous accrual is reversed. Instead, the gain/loss for an accrued transaction will apply only when the payment is actually made, using the disbursement exchange rate in effect on the payment date. In summary, the Oracle GL interface file will include “D” and “F” lines in the following circumstances:

- Fully-paid amounts in the regular payroll: will include both the “D” line and the “F” foreign currency fluctuation.
- Accrual amounts: will include only the “D” line.
- Reversals: will include only the “D” line.
- Disbursements: will include both the “D” line and the “F” foreign currency fluctuation.

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Interface File Specifications

Format

The Oracle payroll interface file is an ASCII text file. Each record in the file is contained in a separate line, and the line is terminated with a carriage-return / line-feed pair. The first record in the file is a header record and the last record is a control record.

The interface file can be viewed using the Microsoft Notepad program. The data fields are in fixed positions. The field layouts for the header, control, and detail lines are defined later in this document.

ABMC has also generated an Excel spreadsheet application that can read interface files, parse the individual fields, and validate their contents. This tool can be used to test the GL interface files generated for Oracle.

File Names

The physical name of the file has specific significance when it is sent to IBC. Because of automatic processes that are launched on the various mainframe and Unix systems at IBC, the files must follow a specific naming convention:

BS . PROD . INTR . ABM . xxx

The "xxx" is a 3- or 4-character file extension that designates the contents of the file. The file extension is the same as the "Type Code" values defined in a subsequent section.

- The first character of this code identifies the country (e.g., "B" for Belgium, "F" for France, etc.).
- The next two characters uniquely define the file content (e.g., "RP" for regular payroll, "TA" for tax accrual, etc.).
- For certain situations, an optional fourth character identifies special handling: "R" for reversals or "D" for disbursements (payments).

Only predefined codes supported by the IBC Oracle import program may be used. Refer to the subsequent "Type Code" section for a complete list of the valid codes and file extensions.

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Field Layout

The Oracle interface contains three record layouts – a header, the detail lines, and a control record at the end.

Header

#	Field	From	Size	To	Type	Req'd	Contents
1	Line Prefix	1	1	1	A/N	Y	"H" identifies header record, must be first record in the file
2		2	5	6	A/N		Blank
3	Journal ID ¹	7	10	16	A/N	Y	Concatenation of 3 fields: <ul style="list-style-type: none"> Country abbreviation: XX or XXX (e.g., FR, LUX) Payroll period: Tax year YYMM Type Code: XXX or XXXX (see type code list) Example: FR2612FRP
4	Journal Date	17	8	24	INT	Y	Date: MMDDYYYY (e.g., 12232026) <ul style="list-style-type: none"> For Payroll: date of payment For Reversal: date of reversal For Payment: date of payment
5		25	30	54	A/N		Blank
6	Description ³	55	30	84	A/N		Journal description

Notes:

1. The combination of Journal ID (field 3) and Journal Date (field 4) must be unique for all files submitted.
2. The tax year for all countries except England begins in January. In England, the tax year begins in April. Thus, December 2026 in England has a fiscal period of 2709.
3. The Journal Description (field 6) provides visual information in Oracle that describes the nature of the transaction. For example, "JOURNAL FOR LUX 2603" or "ACCRUAL FOR ISE 2603".

Line Detail

#	Field ¹	From	Size	To	Type	Req'd	Contents
7	Line Prefix	1	1	1	A/N	Y	"L" identifies line detail record
8		2	52	53	A/N		Blank
9	Accounting Year	54	2	55	INT	Y	Two-digit federal fiscal year (e.g., 26) Fiscal 2026 begins in October of 2025
10		56	1	56	A/N		Blank
11	Accounting Month	57	2	58	INT	Y	Two-digit federal fiscal month (Oct=01, Nov=02, Dec=03, Jan=04, ..., Sep=12)
12		59	29	87	A/N		Blank
13	Amount ⁴	88	16	103	DEC	Y	Amount in US dollars. Left-justified with decimal point, two digits to the right of the decimal; padded with zeros or blanks; leading dash indicates negative value.
14		104	26	129	A/N		Blank
15	Description	130	10	139	A/N		Optional: blank or descriptive information

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#	Field ¹	From	Size	To	Type	Req'd	Contents
16	Fiscal Year	140	4	143	INT	Y	4-digit fiscal year
17		144	1	144	A/N	Y	" "
18	Fund	145	10	154	A/N	Y	Fund is concatenation of four fields: <ul style="list-style-type: none"> • "0100A": Fund code • YY: Fiscal year (last two digits of field #16) • "XX": constant • X: D = operational, F = foreign currency Example: 0100A26XXD
19		155	1	155	A/N	Y	" "
20	Program Code	156	2	157	A/N	Y	"NA" (Program codes are not used in ABMC payroll)
21		158	1	158	A/N	Y	" "
22	Org/CC	159	5	163	A/N	Y	Organization / Cost Center: see Org/CC list
23		164	1	164	A/N	Y	" "
24	Project Code	165	2	166	A/N	Y	"NA" (Project codes are not used in ABMC payroll)
25		167	1	167	A/N	Y	" "
26	BOC	168	6	173	A/N	Y	Budget Object Class, determines "usage" of funds
27		174	1	174	A/N	Y	" "
28	SGL ²	175	6	180	A/N		Standard General Ledger account number: not required, use "610000" as filler; Oracle will determine actual account numbers to be used for the journal based on the Type Code (in the header journal ID and file extension) and the Entry Event (field #35)
29		181	1	181	A/N	Y	" "
30	Cohort Year	182	4	185	INT	Y	"9999"
31		186	1	186	A/N	Y	" "
32	Location	187	6	192	A/N	Y	ABMC Location code: see Location list
33		193	1	193	A/N	Y	" "
34	Future 1, 2, 3	193	9	201	A/N	Y	"NA NA NA"
35		202	28	229	A/N		Blanks
36	Entry Event ³	230	10	239	A/N	Y	Identifies which Standard General Ledger codes to use. Each record from the accounting file is expanded into about 8 general ledger journal lines when the file is uploaded. The Entry Event values are: <ul style="list-style-type: none"> • "PAY_PAYROL" = entries that are disbursed each pay period • "FC_LOSS" = foreign currency losses • "FC_GAIN" = foreign currency gains • "WTHACCRUAL" = employee withholdings

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#	Field ¹	From	Size	To	Type	Req'd	Contents
							that go to suspense accounts <ul style="list-style-type: none"> • "ECACCRUAL" = employer contributions that go to suspense accounts

Notes:

1. Fields #16 through #34 comprise the Oracle Line of Accounting (LoA), which designate the GL accounts. The LoA consists of 12 distinct fields separated by the pipe symbol ("|").
2. Field #28, SGL, will be determined by Oracle based on the Type Code and the Entry Event.
3. Field #36, Entry Event, will contain
 - a. "WTHACCRUAL" or "ECACCRUAL" for employee withholdings or employer contributions which must be accrued and paid periodically.
 - b. "PAY_PAYROL" for payroll additions and deductions which are "fully paid" at the time of the payroll.
 - c. "FC_GAIN" or "FC_LOSS" on fund "F" rows for currency exchange rate variances.
4. Field #13, Amount, is expressed in US dollars. Refer to the section on currency conversion for rules on translating local currency amounts to US dollars. The Amount is expressed as a negative value for deductions, compensating adjustments, and for Reversal transactions. The sign of the gain and loss Amount is always identical to the "D" fund value to which it applies. The Entry Event (field #36) denotes whether the amount is a gain or loss, based on the relationship between the two exchange rates.

Control Record

#	Field	From	Size	To	Type	Req'd	Contents
37	Line Prefix	1	1	1	A/N	Y	"C" identifies control record, must be last record in the file
38	Business Unit	2	5	6	A/N		Not required; may contain blanks or "PARIS"
39	Ledger Group	7	10	16	A/N		Not required; may contain blanks or "ACTUALS"
40	Currency 1	17	3	19	A/N		Not required; may contain blanks or ISO currency code (e.g., "USD")
41	Currency 2	20	3	22	A/N		Not required; may contain blanks or ISO currency code (e.g., "USD")
42		23	86	108	A/N		Blank
43	Fund Code	109	5	113	A/N		Not required; may contain "0100"

Type Codes

Oracle Interface Type Codes are shown in the table below. These codes are pre-defined in Oracle, and new codes cannot be defined arbitrarily.

The first character of the Type Code is an abbreviation of the country. The next two-character identifier describes the payroll category, such as taxes or social security. Notice that there is always a single

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monthly “regular payroll” (RP) for each country. When a country requires an accrual process, there are typically three entries for each (accrual, reversal, and disbursement). The type character is empty for the accrual, “R” for the reversal, and a “D” for a disbursement (payment). In some cases, the disbursement is part of the regular payroll and/or the reversal is done manually by ABMC.

Country	Type	Id	Type	Code	Frequency	Files Per Year
Belgium	Regular Payroll	RP		BRP	Monthly	12
France	Regular Payroll	RP		FRP	MONTHLY	12
France	Intervie - Accrual	IN		FIN	MONTHLY	12
France	Intervie - Reversal	IN	R	FINR	QUARTERLY	4
France	Intervie - Disbursement	IN	D	FIND	QUARTERLY	4
Luxembourg	Regular Payroll	RP		LRP	MONTHLY	12
Netherlands	Regular Payroll	RP		HRP	MONTHLY	12
Netherlands	Holiday Allowance – Accrual	HA		HHA	MONTHLY	12
Netherlands	Holiday Allowance – Reversal	HA	R	HHAR	Not required, done manually by ABMC	0
Netherlands	Holiday Allowance - Disbursement	HA	D	HHAD	Not Required, paid via vacation bonus	0
England	Regular Payroll	RP		ERP	MONTHLY	12
Italy	Regular Payroll	RP		IRP	MONTHLY	12
Italy	Severance Allowance- Accrual	SE		ISE	MONTHLY	12
Italy	Severance Allowance - Reversal	SE	R	ISER	Not Required, done manually on severance	0
Italy	Severance Allowance - Disbursement	SE	D	ISED	Not Required, paid via severance payment	0
Tunisia	Regular Payroll	RP		TRP	MONTHLY	12
Tunisia	Social Security - Accrual	SO		TSO	MONTHLY	12
Tunisia	Social Security - Reversal	SO	R	TSOR	Not Required, done manually	0
Tunisia	Social Security - Disbursement	SO	D	TSOD	Not Required, done manually	0

Note: The valid “Type Codes” are continually updated to reflect entity changes and consolidations. The codes shown above are valid as of January 2026.

Gross-to-Net Analysis Master Spreadsheet

An Excel spreadsheet (Gross-to-Net Analysis Master.xlsm) is used to validate GTN data files and balance the payroll results. The spreadsheet is periodically updated as needed by ABMC and shared with the payroll provider.

GL Validation Program

Because the data is concatenated together with no formatting, the Oracle interface file is difficult to review and validate visually. Therefore, a validation program (GL Validation.xlsm) has been written that reads the interface files, parses out the individual fields, verifies that certain codes are correct, and displays the contents in an Excel spreadsheet. The spreadsheet is periodically updated as needed by ABMC and shared with the payroll provider.

Each of the following fields will be validated, and any error will be flagged by highlighting the cell in red:

- BOC – must exist in the hidden tab look-up table
- Org/Cost Center – must exist in the hidden tab look-up table
- Location – must exist in the hidden tab look-up table
- Fund – must exist in the hidden tab look-up table
- Fiscal Year matches Fund

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- Program – must be “NA”
- Project – must be “NA”
- Cohort Year – must be “9999”
- Future 1, 2, 3 – must be “NA”
- Entry Event – “PAY_PAYROL”, “WTHACCRUAL”, “ECACCRUAL”, “FC_LOSS”, or “FC_GAIN”
- Amount – properly formatted
- Valid “H” header as the first record
- Valid “C” control as the last record
- Type Code and file extension – must match an entry in the hidden tab look-up table

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Reference Tables

Location Codes

Each employee must be affiliated with a single location code, indicating the office, cemetery, or memorial to which that employee is stationed.

Location Code	Description
100001	Washington Office
10EAST	East Coast Memorial
10HONO	Honolulu Memorial
10KORE	Korea Memorial
10MIDW	Midway Monument
10WEST	West Coast Memorial
10WWIM	National World War I Memorial
200001	Paris Office
200003	Collections Storage Facility
20AMAC	Aisne-Marne American Cemetery
20AMBW	Marine Monument Belleau Wood
20AMCT	Chateau-Thierry Monument
20ARAC	Ardennes American Cemetery
20BKAC	Brookwood American Cemetery
20BKGN	Gibraltar Navel Monument
20BRAC	Brittany American Cemetery
20BRBN	Brest Naval Monument
20CAAC	Cambridge American Cemetery
20CLAC	Clark Veterans Cemetery
20CZAC	Corozal American Cemetery
20EPAC	Epinal American Cemetery
20EPCH	Chaumont Marker
20FFAC	Flanders Field American Cemetery
20FFAU	Audenarde Monument
20FFKE	Kemmel Monument
20FLAC	Florence American Cemetery
20HCAC	Henri-Chapelle American Cemetery
20HCBB	Battle of the Bulge Memorial
20LEMC	Lafayette Escadrille Memorial Cemetery
20LOAC	Lorraine American Cemetery
20LXAC	Luxembourg American Cemetery

Location Code	Description
20MAAC	Meuse-Argonne American Cemetery
20MAMO	Montfaucon Monument
20MASO	Sommepey Monument
20MASU	Souilly Marker
20MNAC	Manila American Cemetery
20MNCA	Cabanatuan Memorial
20MNGU	Guadalcanal Memorial
20MNKO	Korean War Monument
20MNNZ	New Zealand Memorial
20MNPA	Papua Marker
20MNSA	Saipan Monument
20MXAC	Mexico City American Cemetery
20MXSA	Santiago Surrender Tree
20NAAC	North Africa American Cemetery
20NAWN	Western Naval Task Force Mark
20NEAC	Netherlands American Cemetery
20NOAC	Normandy American Cemetery
20NOPH	Pointe du Hoc Ranger Monument
20NOUB	Utah Beach Monument
20NOVC	Normandy Visitor Center
20OAAC	Oise-Aisne American Cemetery
20RHAC	Rhone American Cemetery
20SMAC	Saint-Mihiel American Cemetery
20SMMO	Montsec Monument
20SMSO	Souilly Marker
20SOAC	Somme American Cemetery
20SOBE	Bellicourt Monument
20SOCA	Cantigny Monument
20SRAC	Sicily-Rome American Cemetery
20SUAC	Suresnes American Cemetery
20SUTO	Tours Monument

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Organization / Cost Center Codes

Each employee must be affiliated with a single Organization / Cost Center, indicating the directorate to which that employee is associated.

Org/CC	Description
10100	Executive Office
10400	Administration
10700	Human Resources
10800	Finance
10900	Information Technology
20100	Operations Office
20200	Cemetery Operations
20300	Engineering
20500	Horticulture
21200	OO Security
10500	Historical Services
10600	Public Affairs
21100	Visitor Services and Interpretation

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BOC – Budget Object Classes

The Budget Object Class (BOC) identifies the “usage” attributes of an expenditure:

BOC	Description
111200	Ln Full Time Permanent Regular Pay
111210	Ln Lump Sum - Terminal Leave
111300	Other
113200	Ln Full Time Permanent Temporary & Part Time
115100	Overtime And Premium Pay
115120	Sunday Pay
115130	Holiday Pay
115300	Ln Awards
121000	Other Payroll Benefits
121210	Contributions - Ln Social Security
121211	Contributions - Ln Social Security Other than Fulltime
121400	Contributions - Csr's Retirement
121411	Contributions - Ln Retirement
121412	Contributions - Ln Retirement other than Fulltime
121610	Contributions – Ln life insurance
121710	Contributions - Ln Health Benefits
121711	Contributions - Ln Health Benefits other than Fulltime
121911	Ln Miscellaneous Benefits
124600	Ln Allowances
124610	Ln Bonus
124620	Ln Meal Allowance
124630	Ln Transportation Allowance
130100	Severance Pay
131100	Benefits To Former Employees

