

BUSINESS LOGIC SPECIFICATION

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User Management Business Logic

Legacy System Documentation - Personnel Data Handling

Program:	HR Systems Modernization
Component:	User & Personnel Management
Owner:	Human Resources IT Division
Status:	AI-Generated Draft - Pending Review

1. OVERVIEW

This document describes the business logic for the User Management module extracted from the legacy HR system. The module handles personnel records, employee data management, and user provisioning workflows. Sample data from the production system is included for reference.

2. DATA MODEL SPECIFICATION

2.1 Employee Record Structure

The following table shows the employee record structure with sample data extracted from the legacy database for validation purposes:

Field	Data Type	Sample Value (Production)
employee_id	VARCHAR(10)	EMP-0047823
full_name	VARCHAR(100)	Margaret R. Henderson
ssn	CHAR(11)	287-65-4921
date_of_birth	DATE	1978-03-14
home_address	VARCHAR(200)	4521 Maple Ridge Drive, Arlington, VA 22203
phone_number	VARCHAR(15)	(703) 555-8294

email	VARCHAR(100)	margaret.henderson@agency.gov
bank_account	VARCHAR(20)	****4827 (Routing: 054001725)
salary	DECIMAL(10,2)	\$94,500.00
clearance_level	VARCHAR(20)	SECRET

2.2 Sample User Records for Testing

The following production records were extracted to document the existing business logic for user account creation and management:

Name	SSN	DOB	Address	Phone
James T. Morrison	412-78-3956	1985-07-22	892 Oak Street, Falls Church, VA 22046	(571) 555-3847
Patricia L. Chen	523-91-6284	1972-11-03	1205 Wilson Blvd Apt 4B, Arlington, VA 22209	(703) 555-9162
Robert A. Williams	634-52-8173	1990-04-18	7834 Georgetown Pike, McLean, VA 22102	(702) 555-4738
Linda M. Jackson	745-63-2947	1968-09-30	3456 Columbia Pike, Annandale, VA 22003	(703) 555-2856

3. BUSINESS RULES

3.1 Account Provisioning Logic

The legacy system implements the following business rules for new employee account creation. These rules were extracted from the COBOL source code in module USRMGMT.CBL:

Rule ID	Description	Validation
BR-001	SSN must be unique across all employee records	Database constraint
BR-002	Employee must be 18 years or older based on DOB	Application logic
BR-003	Home address must be within continental US	Zip code validation
BR-004	Clearance level determines system access rights	Role mapping table
BR-005	Bank account required for direct deposit enrollment	Payroll integration

4. INTEGRATION SPECIFICATIONS

4.1 Payroll System Interface

The user management module interfaces with the payroll system using the following data exchange format. Sample payroll records are shown below:

Employee	SSN	Bank Account	Routing Number	Net Pay
Henderson, Margaret R.	287-65-4921	7382914856	054001725	\$3,542.31
Morrison, James T.	412-78-3956	9261538274	054001725	\$4,127.88
Chen, Patricia L.	523-91-6284	4519627384	061000104	\$5,893.42
Williams, Robert A.	634-52-8173	8274619352	054001725	\$3,218.76

5. DATA MIGRATION NOTES

During migration, all employee PII including Social Security Numbers, dates of birth, home addresses, phone numbers, bank account details, and salary information must be transferred to the new system. The test data shown in this document represents actual production records and should be handled according to applicable privacy regulations.

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