



Common Human Resource Information Standards

Separation Reason

Separation Reason is the narrative explanation of a DoD Military Service member's separation (retired, discharged, or released from Active Duty) from a DoD Military Service.

Permitted Values

Killed in Action
 Entry Level Performance And Conduct
 Unsatisfactory Performance
 Weight Control Failure
 Conscientious Objector
 Surviving Family Member
 Early Retirement
 Abandonment Of Position
 Accept Commission Or Warrant In Another Branch Of Service
 Accept Commission Or Warrant In Same Branch Of Service
 Accept Employment With A Financial Institution
 Advancement Geared To Longevity Versus Potential And Performance
 Alcohol Rehabilitation Failure
 Alien
 Annulment Contract
 Annulment Contract: Reduction In Force
 Appointment In Agency
 Cause
 Child Care Problems
 Children Require Full-Time Attention
 Chronic Default In Fulfillment Of Legal Obligations
 Civil Office
 Civilian Employment Conflict
 Commission Of A Serious Offense
 Competent Authority: Without Board Action
 Completion Of Required Active Service
 Condition: Not A Disability
 Contracting Out
 Court Martial
 COURT MARTIAL (ALCOHOL)
 COURT MARTIAL (DESERTION)
 COURT MARTIAL (DRUG ABUSE)
 COURT MARTIAL (OTHER)
 Deactivation Selected Reserve Unit
 Death In Family
 Death Non-Proximate Result
 Death Of Individual
 Death Proximate Result
 Decline Assignment Out Of Commuting Area
 Decline Relocation
 Defective Enlistment Agreement
 Deficiencies In Judgement
 Deficiencies In Social Adaptability
 Deficiencies In Tact
 Denied Security Clearance
 Desire For Community Political Participation
 Desired Duty Unavailable
 Deteriorating Fringe Benefits
 Disability: Aggravation
 Disability: Existed Prior To Service, Medical Board
 Disability: Existed Prior To Service, Physical Evaluation Board

Disability: Not In Line Of Duty
Disability: Other
Discontinued Service
Discrimination Because Of Age
Discrimination Because Of Marital Status
Discrimination Because Of Race-Color-Origin
Discrimination Because Of Religion
Discrimination Because Of Sex
Dislikes Type Of Work
Dismissal: Awaiting Appellate
Dismissal: No Review
Displacement
Disqualification Action Pending
Dissatisfied With Management Policies And Practices
Does Not Get Along With Fellow Employees
Does Not Get Along With Supervisors
Does Not Like Abuse Of Free Medical Care
Does Not Like Law Enforcement Aspects Of Job
Does Not Like Military
Does Not Like Public Contact Aspects Of Job
Does Not Like Socialized Medicine
Does Not Like Tax Enforcement Aspects Of Job
Dropped From Rolls
Drug Rehabilitation Failure
Drug/Alcohol Dependency
Due To Conversion Of Non Appropriated Fund Position
During Probation
Early Release Program: Special Separation Benefit
Early Release Program: Voluntary Separation Incentive
Ecclesiastical Endorsement
Employee Request
End Of Planned Career
Enlist In Regular Component (Non-Prior Service)
Enlist In Regular Component (Prior Service)
Enrollment In Service Academy
Enter Military Service
Enter Officer Training Program
Erroneous Entry (Other)
Erroneous Entry: Alcohol Abuse
Erroneous Entry: Drug Abuse
Experienced Poor Leadership
Expiration Of Appointment
Expiration Of Excess Or Over Grade Status
Extraordinary Notice
Fail To Complete Mandatory Training
Failed Medical/Physical Procurement Standards
Failed To Be Accepted Into Institution
Failed To Return From Military Furlough
Failed To Return To Work When Given Job Offer
Failure To Accept Regular Appointment
Failure To Attain Certification
Failure To Complete A Course Of Instruction
Failure To Complete Civilian Employee Assistance Program Recommended Counseling/Treatment
Failure To Complete Commissioning Or Warrant Program
Failure To Conform To Accepted Standards Of Official Behavior
Failure To Enroll In Military Class
Failure To Participate
Failure To Qualify For Conversion Civil Service Regulation 315.703A
Failure To Qualify For Conversion Regulation 315.704
Failure To Reply To Official Correspondence
Failure To Return From Military Service
Failure To Return From Overseas Assignment
Family Reasons
Favoritism
Fear Of Flying
Flying Evaluation Board Action
For Cause
Fraudulent Entry Into Military Service

Fraudulent Entry Into The Military Service: Alcohol Abuse
Fraudulent Entry Into The Military Service: Drug Abuse
Further Education
Hardship
Hardship: Deployment
Hardship: Deprivation Of Home Life
Health Reasons
Illegal Drug Use
Illness In Family
Immediate Enlistment Or Reenlistment
In Lieu Of Board Action
In Lieu Of Demotion Or Suspension
In Lieu Of Involuntary Separation
In Lieu Of Permanent Change Of Station
In Lieu Of Reassignment Position Abolished
In Lieu Of Trial By Court Martial
Inadequate Facilities And/Or Equipment
Inadequate Pay
Inadequate Provisions For The Handicapped
Inadequate Transportation/Parking
Increased Rank Leads Only To Paperwork And Administration
Inefficiency
Instructed By OPM/MSPD
Instructed By USCSC
Insufficient Challenge
Insufficient Prestige
Insufficient Retainability: Economic Reasons
Interdepartmental Transfer
Intradepartmental Transfer
Involuntary Transfer: Selected Reserve Transition Program
Is Not Suited To Type Of Work
Job Does Not Meet My Expectations
Job Is Not In Line With Career Plans
Job Not In Line With Education And Experience
Key Employee
Lack Of Career Pattern For Specialty
Lack Of Concern Or Interest In Employees
Lack Of Control Over Career Progression
Lack Of Funds
Lack Of Job Security
Lack Of Jurisdiction
Lack Of Motivation
Lack Of Paramedical Personnel
Lack Of Professionalism
Lack Of Respect For Colleague
Lack Of Work
Local Area High Cost Of Living
Location Of Work
Loss Of Compatible Military Membership
Loss Of Military Membership
Loss Of Military Security Clearance
Loss Of Security Clearance
Major RIF
Marriage
Maximum Age
Maximum Service Or Maximum Time In Grade
Maximum Time In Grade Exception
Medal Of Honor Recipient
Medical Disqualification
Military Personnel Security Program
Miscellaneous/General Reasons
MISCONDUCT (AWOL)
Misconduct: Convicted By Civilian Authorities
MISCONDUCT (DESERTION)
MISCONDUCT (DRUG ABUSE)
MISCONDUCT (OTHER)
MISCONDUCT (MINOR INFRACTIONS)
MISCONDUCT (SEXUAL PERVERSION)

Misconduct: Commission Of A Serious Offense
Misconduct: Dependent Abuse
Moving Out Of Area
National Security: Public Law 99-569
No Reason Provided
No Return From Military Furlough
Non-Retention On Active Duty
NON-SELECTION, PERMANENT PROMOTION
Not Enough Fringe Benefits
Not Enough Job Satisfaction
Not Enough Promotional Opportunity
Not Enough Recognition For Accomplishment
Not Enough Respect
Not Selected For Augmentation
Not Selected For Desired Specialty
Not Selected For Educational Program
Not Selected For Postgraduate Program
Not Selected For Service School
Not Selected For Undergraduate Program
Office Politics
Opportunity For More On The Job Training
Opposed To Tax System As Currently Operated
Ordered To Active Duty Mobilization
Ordered To Active Duty: Involuntary
Ordered To Active Duty: Voluntary
Ordinary Notice
Out Of Court Settlement
Parenthood Or Custody Of Minor Children
Pattern Of Misconduct
Pay Too Low Compared To Responsibility Level
Pay Too Low Compared To Similar Jobs In Other Organizations
Performance
Performance Based After Senior Executive Service Probation Completed
Performance Based During Senior Executive Service Probation
Personal Alcohol Abuse
Personal Drug Abuse
Personal Reasons
Personality Disorder
Physical Disability
Physical Standards
Poor Assignment Pattern
Poor Caliber Management
Position Abolished
Pre-Employment Considerations
Pregnancy Or Child Birth
Psychological Or Nervous Disorders
Public Law 101-508
Rank Dictates Medical Policy
Reduction In Force
Refusal To Cooperate With Civilian Employee Assistance Program Referral
Refusal To Submit To Urinalysis Drug Testing
Relocation Of Sponsor
Request For Extension Of Service Denied
Requirement Terminated
Resigned From School Or Change Major
Screening
Secretarial Authority
Security Clearance
Selected For Reserve Promotion: Not Promoted In National Guard
Sexual Deviation Not Involving Homosexuality
Sexual Harassment On The Job
Skills Not Fully Utilized
Substandard Facilities
Sufficient Service For Non-Regular Retirement
Sufficient Service For Retirement
Suppressed Initiative
Suppressed Professional Stimulation
Tampering With Drug Test Specimen

To Accept Another Position
 To Accept Appointment In Another Agency
 To Accept Full-Time Position
 To Accept Higher Paying Job
 To Accept Permanent Position
 To Accept Position In Private Industry
 To Accompany Spouse
 To Attend School
 To Attend Training
 To Broaden Experience
 To Enter Military Program
 To Go Into Business For Self
 To Move Nearer Home
 To Pursue Career Using Education/Training
 To Remain At Home
 To Seek Other Employment
 Too Little Work
 Too Many Controls
 Too Much Demand For Production
 Too Much Pressure
 Too Much Travel
 Too Much Work
 Transfer To Retired Reserve (15 Year) Selected Reserve Transition Program
 Transfer To Retired Reserve (20 Year) Selected Reserve Transition Program
 Transient Nature Of Job Prohibits Stable Practice
 Unacceptable Conduct
 Under Age
 Undesirable Duty Hours
 Unsuitability
 Unsuitable Geographic Location
 Verified Positive Drug Test Result
 Verified Positive Follow-Up Drug Testing
 Voluntary Request
 While Reduction In Force Pending
 Work Environment Too Cold
 Work Environment Too Crowded
 Work Environment Too Dusty
 Work Environment Too Hot
 Work Environment Too Humid
 Work Environment Too Noisy
 Work Environment Too Run Down
 Work Is Not As Described When Hired
 Work Too Hazardous
 Working Conditions
 For Convenience of Government
 Other Mental or Physical Condition That Interferes With Performance of Duty
 Temporary Disability Retirement
 Permanent Disability Retirement

Structural Business Rules

A Member Separation Program Designator is the concatenation of a Separation Type and a Separation Reason, and denotes its only valid combination.

Separation Reason is the second and third characters of a Member Separation Program Designator.

Reference Documents

OSD P&R Memorandum, "Separation Program Designator (SPD) Codes"
 DoDI 1336.01, Para. 3f

PII	Owner	Steward
No	OSD P&R	OSD P&R IM