

Reason for Separation Codes

Code	Reason
1	Marriage/domestic obligation*
2	Personal reason *
3	Relocation-employee initiated
4	Return to school
5	Accepted another position
6	Medical Reason-unspecific
7	Military
8	Retirement
9	Maternity*
10	Lack of funding/laid off/reorg
11	End of contract period*
12	Inadequate qualification*
13	Absenteeism/tardiness*
14	Unsatisfactory performance
15	Gross misconduct
16	Quit without notice*
17	Job abandonment*
18	Resignation*
19	Policy violations*
20	Do not use
21	Immigration**
22	Death
23	Progressive discipline*
24	Transfer to other state agency**
25	Family obligations
26	Relocation-spouse initiated
27	Promotion or career advance
28	Different job experience
29	More desirable work schedule
30	More desirable commute
31	Join travel agency
32	Job r/t-injury/disab/illness
33	Non job r/t-injury/disab/illness
34	Compensation/pay
35	Inability to advance
36	Staffing or workload
37	Dissat/conflict with team
38	Dissat/conflict with management
39	Dissat with work environment
40	Perceived lack of respect
41	Other reason

**Not for use if position is overseen by Nursing Administration*

***If position is overseen by Nursing Administration please report a secondary reason*