

Chapter 31. Separations by Other than Retirement (Natures of Action 312, 317, 330, 350, 351, 352, 353, 355, 356, 357, 385, and 390)

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Chapter 31. Separations by Other than Retirement

1. Coverage.

a. Separations are actions that end employment with an agency. This chapter covers separations by other than retirement. Actions covered include: resignations; terminations; removals; separations due to reduction in force; separations to enter the uniformed services; and deaths. It includes those involuntary separations under which the employee may be eligible for discontinued service retirement, or MRA+10 retirements >when the employee chooses to postpone the MRA+10 annuity commencing date beyond 31 days after separation<. (See Chapter 44 and 42, respectively, of [The CSRS and FERS Handbook](#).)

b. This chapter does not cover: retirements (Chapter 30); movements from one part of an agency to another (Chapter 14); changes in the human resource system serving the employee (not an official personnel action); or details to a State or local government, to an institution of higher learning, to another agency, or to an international organization (Chapter 14).

2. Definitions.

a. Appeal Rights—An appeal right is an opportunity provided by law, Executive Order, regulation, or agency procedures to challenge a proposed action by presenting evidence and/or calling witnesses before an agency official who has the authority to modify or rescind the proposed action. For purposes of this chapter, the right to challenge an action through procedures designed to handle complaints of

discrimination or violation of merit system principles is not an appeal right.

b. Resignation—a separation initiated by an employee.

c. Resignation—ILIA (in lieu of involuntary action)—a separation initiated by the employee under circumstances that meet the definition of “involuntary separation” in Chapter 44 of [The CSRS and FERS Handbook](#).

d. Removal—a separation from Federal service initiated by the agency, the Office of Personnel Management or the Merit Systems Protection Board under parts 359, 432, 731, or 752 of title 5, Code of Federal Regulations; section 1201 of title 5, U.S. Code; or comparable agency statutes or regulations. (Note: This Chapter covers actions that remove an employee from the agency. Most removals from the Senior Executive Service under part 359 result in conversion to an appointment outside the Senior Executive Service. These conversions are covered in Chapters 9-11.)

e. Separation-Appt In (name of entity)—a separation when an employee leaves a Federal agency to accept employment with a non-Federal Government entity that takes over his or her Federal functions *AND* the employee will continue to receive Federal benefits.

f. Separation-US (uniformed services)—a separation action initiated by the agency when the employee enters on duty with the uniformed services. (Note: This action is not appropriate when an employee fails to return, and did not provide written notice of intent not to return. In that case, he or she is subject to the policy and disciplinary

action the agency would normally apply for a similar absence without approval.)

g. Separation-RIF—a separation from the agency under parts 351 or 359, title 5, Code of Federal Regulations, or as a consequence of reduction in force.

h. Termination-Appt In (agency)—a separation action initiated by either the employee or the agency when the employee (or a group of employees) moves from one agency to another agency.

i. Termination during Prob/Trial Period—an agency-initiated separation of an employee who is serving an initial appointment probation or a trial period required by civil service or agency regulations.

j. Termination-Exp of Appt—a separation action initiated by the agency to end employment on the not-to-exceed date of a temporary appointment.

k. Termination-Sponsor Relocating—an action to document the separation of a Department of Defense employee who submits a resignation to accompany a military or civilian sponsor to a new duty station.

3. Selection of Legal Authority.

a. Meaning of “equivalent to CS Regs.” For some actions covered by this Chapter, the legal authority will depend on whether the action is being taken under civil service laws and regulations, under agency procedures that are equivalent to those required under civil service laws and regulations, or under other procedures. To select the legal authority, you must know what procedures were used. If you are not sure, ask the person who approved the action. *You cannot select the correct*

authority without knowing the procedures used to effect the action.

b. Agency-Unique Authorities. If the action is being taken under an authority that is unique to your department or agency, cite that authority instead of the authority and code shown in this Chapter. The Office of Personnel Management must have issued an authority code before an agency-unique authority can be used instead of the authorities shown in this Chapter.

c. Actions for Which the Agency Must Select the Authority. For some actions you will be given a legal authority code and told to cite the appropriate authority.

(1) If a specific law, Executive Order, regulation, or agency directive was the basis for the action, cite it in the legal authority block on the Standard Form 52/50, *along with the legal authority code shown in the table.*

(2) When the employee is serving on a temporary appointment and no other law, Executive Order, regulation, or agency directive applies to the action, cite the appointment authority in the legal authority block on the Standard Form 52/50, *along with the legal authority code shown in the table.*

(3) For situations not described in paragraphs (1) and (2), cite “5 U.S.C. 302” in the legal authority block on the Standard Form 52/50, *along with the legal authority code shown in the table.* 5 U.S.C. 302 is the general authority for an agency head to delegate authority to take actions necessary to carry out personnel actions. Cite it **only** in those rare instances when no other authority is appropriate for the action.

4. Documenting Reason(s) for Separations

a. Need for Remarks. Most of the actions in this Chapter require remarks that document the reasons for the action. These remarks are used to determine future employment eligibility and eligibility for various benefits, including unemployment compensation. When a former employee applies for unemployment compensation, the State employment security agency will use the nature of action and the remarks to adjudicate the claim. Inadequate or incomplete information about the separation may result in delays or errors in processing such claims.

b. Employee's Reason for Resignation.

(1) Each person who resigns should be asked to do so in writing. Part E of the Standard Form 52 is one option for submitting a written resignation. When the employee resigns orally, try to obtain written confirmation. If this is not possible, ask the person who received the oral resignation to document it in a memorandum for the record.

(2) In the remarks section of the Standard Form 50, quote in full the employee's reason for resigning. If the employee's reason is so lengthy that it will not fit in the space available, summarize it. The entire reason will remain a matter of record because the resignation is a long term Official Personnel Folder document.

c. Agency Comments Regarding Employee's Reason for Resignation—Agency Finding.

(1) Employees without appeal rights. When the employee is serving an initial appointment probation or a trial period

required by civil service or agency regulations, or when employee is serving under an appointment that does not afford appeal rights, NO agency comments or findings regarding the employee's resignation may be placed on the Standard Form 52, Standard Form 50, in the employee's Official Personnel Folder, or in the Employee Performance Folder.

(2) Employees with appeal rights.

Agency findings should be documented on the resignation Standard Form 50 *only* when the employee has appeal rights *and* has been notified *in writing* of an agency action *BEFORE* the resignation was submitted. Agency findings should be documented if the employee was notified of:

- a proposed or pending disciplinary or adverse action;
- a proposed or pending position change due to failure to complete a supervisory/managerial probationary period successfully;
- action to withhold a within-grade increase; or
- proposed removal from the Senior Executive Service.

Unless the employee was notified in writing BEFORE submitting the resignation, do NOT record any adverse agency findings on the Standard Form 52, Standard Form 50, in the Official Personnel Folder or the Employee Performance Folder.

d. Agency-Initiated Separations.

(1) Employees without appeal rights.

When an employee who is serving on an appointment that *does not* afford appeal rights is separated for conduct and/or performance reasons, NO agency reasons for or comments regarding the action may be placed on the Standard Form 52, the

Standard Form 50, in the Official Personnel Folder or Employee Performance Folder.

(2) Employees with appeal rights.

When an employee serving on an appointment that does afford appeal rights is separated by the agency, the agency must summarize the reason(s) for the action in the Standard Form 50 remarks. The reason(s) must be consistent with any written reason(s) previously given the employee as the basis for his or her separation.

e. Unemployment Compensation Claims. An agency may have factual information that would impact on a former employee's unemployment compensation claim but is not documented on the separation Standard Form 50. In these cases, the agency may retain that information in a "subject file" that is separate and apart from the employee's personal records or any other records that are filed by and retrieved by employee name or employee identifier (such as an employee number, a payroll number, or Social Security Number). These files are retained for two years from the effective date of the separation.

5. Effective Dates.

All separations are effective at the end of the day (midnight) unless an earlier time is indicated on the Standard Form 50.

a. Termination-Appointment In.

When the separation is to move to other Federal employment without a break in service, the effective date should be the day immediately preceding the day the employee entered on duty in the new employing agency. Do not process the Termination-Apppt In (agency) action

before receipt of evidence that the employee actually has been appointed in the other agency. Accept as evidence of the appointment *only*:

(1) a copy of the Standard Form 50 or list form of notice by which the other agency appointed the person; *or*

(2) a copy of the other agency's appointment Standard Form 52 showing the appointment date and the appointing official's signature.

b. Termination during probationary period. The initial appointment probationary period ends at the end of the employee's tour of duty on the last work day of the probationary period. If management decides to terminate the employee during the probationary period, the Standard Form 50 must be effective on a *day prior* to the last day of the probationary period, or at a specific *time of day* before the end of the employee's work day on the last day of the probationary period.

c. Other separations. Resignations are effective on the date specified by the employee. Other separations are effective on the date set by the agency. When advance notice periods are required by law or regulation (for example, under adverse action procedures), the separation may not be effective prior to the last day of any notice period.

d. Two actions proposed for the same date. When two actions, such as a termination during probationary period and a resignation, are proposed for the same date but one specifies an earlier time, process the one with the earlier time. When two actions are proposed for the same date and time, process the one that was submitted *first*.

Example 1: On July 12th, a supervisor submits a request to terminate a probationary employee, effective July 16th. On July 13th, the employee submits a resignation to be effective “at the end of the workday on July 16th.” The agency's action would be effective at midnight since an earlier time was not specified. Because the actions would be effective at different times, and because the resignation would be effective first, the agency processes the resignation instead of the termination.

Example 2: On April 10th, the agency notifies the employee of its decision to remove him effective May 10th. On April 12th, the employee submits a resignation which is also effective on May 10th. Because neither request specifies an earlier time, each would be effective at midnight on May 10th. Since the removal was submitted first, the agency processes the removal instead of the resignation.

6. Instructions.

a. Follow instructions in Chapter 4 to complete the Standard Form 52 and Standard Form 50.

b. Select the nature of action and authority from the appropriate table:
Use Table 31-A for resignations; and
Use Table 31-B for separations other than resignations.

c. Use Table 31-C to select codes for remarks required for the action. Use Table 31-D to translate remarks codes into the remarks.

d. Also enter any additional remarks codes/remarks that are required by your agency's instructions or that are necessary to explain the action.

e. An employee may receive a within-grade increase (WGI) while in nonpay status when the WGI becomes due during the period of nonpay time that is creditable for that step. If the WGI was not processed before the separation, show the step and salary to which employee was entitled in blocks 19 and 20 of the separation Standard Form 50. Use remark P16 to explain that the employee met requirements for the WGI.

f. Follow your agency's instructions to process the action and distribute the Standard Form 50.

g. Check [The Guide to Personnel Recordkeeping](#) to decide what documents submitted or created in connection with the action should be filed in the employee's Official Personnel Folder. Follow your agency's instructions to dispose of those not filed in the Folder.

h. ***

i. Follow instructions in [The Guide to Personnel Recordkeeping](#) to transfer the Official Personnel Folder. After you dispatch it, if you find any long-term (right side) records that belong to the Folder, send them immediately to the address to which the Folder was sent. Be sure employee's full name, social security number, and date of birth are on *each form or document*.

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Job Aid

Actions When an Employee Separates

Instructions: This list is intended as a reminder of actions that may be required when an employee separates. Follow your agency procedures to be sure that all required actions are taken.

<i>If the employee</i>	<i>Then</i>
Separates for a reason other than death	On or before the separation date, give the employee a completed Standard Form 8 showing the full address of the payroll office maintaining the records.
Is enrolled in a health benefits plan	Follow instructions in the Federal Employees' Health Benefits Handbook for Personnel and Payroll Offices .
Has Federal Employees' Group Life Insurance (FEGLI) coverage	Follow instructions in the Federal Employees' Group Life Insurance Program - A Handbook for Employees, Annuitants, Compensations and Employing Offices .
Is covered by the Civil Service Retirement System or the Federal Employees' Retirement System	Follow instructions in The CSRS and FERS Handbook for Personnel and Payroll Offices .
***	***

Was receiving or was entitled to receive severance pay based on a previous separation	Send a copy of the separation Standard Form 50 to the agency responsible for the severance pay fund so they will know to begin or resume any required payments.
May be entitled to severance pay based on this separation	Follow agency procedures. (Refer to title 5, Code of Federal Regulations, part 550.)
May be eligible for consideration under the agency's reemployment priority list, agency career transition assistance plan, or the interagency career transition assistance plan	Follow agency procedures. (Refer to title 5, Code of Federal Regulations, part 330.)
Was earning leave	Follow agency procedures for processing lump sum payments and preparing the Standard Form 1150, Record of Leave Data.

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Table 31-A. Documenting Resignations (See Note 1 of this table)

<i>R U L E</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
	<i>If Resignation is</i>	<i>And</i>	<i>Then NOAC is</i>	<i>NOA Is</i>	<i>Auth Code Is</i>	<i>Authority Is</i>
1	While employee is serving an initial appointment probation or a trial period required by civil service or agency regulations		317	Resignation	RUM	Reg. 715.202 Other
2	While employee is serving under an appointment that does not afford an appeal right (see Note 2 of this table)					
3	While employee is serving a probationary period in the Senior Executive Service					
4	After receiving notice of proposed or pending adverse action based in whole or in part on employee's misconduct or delinquency	Action is proposed under 5 U.S.C., chapter 75			RQM	Reg. 715.202 CAA (see Note 3 of this table)
5		Action is proposed under agency procedures equivalent to 5 U.S.C., chapter 75			RRM	Reg. 715.202 EAA (see Note 3 of this table)
6		Action is proposed under other procedures not described in Rules 1-5			RSM	Reg. 715.202 OAA (see Note 3 of this table)
7	After receiving notice of proposed or pending position change as result of failure to satisfactorily complete supervisory (or managerial) probationary period				>R6M<	Reg. 715.202 Prob

Table 31-A. Documenting Resignations (See Note 1 of this table) (Continued)

<i>R</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
<i>U L E</i>	<i>If Resignation is</i>	<i>And</i>	<i>Then NOAC is</i>	<i>NOA Is</i>	<i>Auth Code Is</i>	<i>Authority Is</i>
8	After receiving notice of proposed removal or placement out of the Senior Executive Service for unacceptable work performance during probation		312	Resignation-ILIA	>R6M<	Reg. 715.202 Prob
9	After receiving notice of proposed placement out of the Senior Executive Service because of failure to be recertified				R9M	Reg. 715.202 Recert
10	After receiving notice of proposed placement out of the Senior Executive Service for less than successful performance following completion of Senior Executive Service probation				R7M	Reg. 715.202 Perf
11	After employee receives written notice of proposed or pending position change, demotion, or termination for unacceptable or unsatisfactory work performance not covered under Rules 1-10				Action is proposed under 5 CFR part 432	R8M
12	After employee receives written notice of proposed or pending position change, demotion, or termination for unacceptable or unsatisfactory work performance not covered under Rules 1-10	Action is proposed under agency procedures equivalent to those under 5 CFR part 432	RUM	Reg. 715.202 Other		
13		Action is proposed under procedures not described in Rules 11-12				
14	After employee receives written notice that position will be contracted out under Office of Management and Budget Circular A-76			RTR	Reg. 715.202 (A-76)	

Table 31-A. Documenting Resignations (See Note 1 of this table) (Continued)

<i>R</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
<i>U L E</i>	<i>If Resignation is</i>	<i>And</i>	<i>Then NOAC is</i>	<i>NOA Is</i>	<i>Auth Code Is</i>	<i>Authority Is</i>
15	In lieu of proposed or pending reduction in force action or after written notification that position is being abolished	When Rule 14 does not apply	312	Resignation-ILIA	RTM	Reg. 715.202 RIF
16	After receiving notice of a new assignment as part of an established rotation policy within the agency or that was directed by the agency (see Note 4 of this table)	Assignment is out of commuting area and was not provided for at time of appointment			RXM	Reg. 715.202 Relo
17	After receiving written notice of a new assignment as a result of his or her job being contracted out under Office of Management and Budget Circular A-76				RPR	Reg. 715.202 (A-76 Assignment)
18	After receiving notice of a new assignment as a result of his or her job function being moved outside of employee's commuting areas (see Note 4 of this table)	New assignment is <i>not</i> the result of contracting out under Office of Management and Budget Circular A-76			RWM	Reg. 715.202 Reas
19	In lieu of an involuntary action described in Chapter 44 of The CSRS and FERS Handbook , and not covered in Rules 1-18	Employee has received written notice of the proposed action			RPM	Reg. 715.202

Table 31-A. Documenting Resignations (See Note 1 of this table) (Continued)

<i>R</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
<i>U L E</i>	<i>If Resignation is</i>	<i>And</i>	<i>Then NOAC is</i>	<i>NOA Is</i>	<i>Auth Code Is</i>	<i>Authority Is</i>
20	In lieu of proposed or pending adverse action that is NOT based on employee's misconduct or delinquency and is not covered by Rules 1-19 (see Note 5 of this table)	Action is proposed under 5 U.S.C., chapter 75	312	Resignation-ILIA	RQM	Reg. 715.202 CAA (see Note 3 of this table)
21		Action is proposed under agency procedures equivalent to those under 5 U.S.C., chapter 75			RRM	Reg. 715.202 EAA (see Note 3 of this table)
22		Action is proposed under other procedures not described in Rules 1-21			RSM	Reg. 715.202 OAA (see Note 3 of this table)
23	Under conditions not covered in Rules 1-22 (see Note 6 of this table)		317	Resignation	RPM	Reg. 715.202

NOTES:

1. When employee is leaving your agency to accept employment without a break in service in another agency, follow the instructions in Table 31-B to process the action as a 352/Termination-Appt In (agency). When the employee is moving to another appointment in your agency without a break in service, process the action as a conversion to the new appointment, *not* a resignation.

2. See Regulation 752.401(c) for a list of the employees who are covered by Part 752 of the civil service regulations and, therefore, have appeal rights. If the employee is serving on an appointment that is not listed in Regulation 752.401(c), such as on an Appt NTE in the competitive service, then the employee has no appeal rights.

3. The suffix "CAA" stands for "in lieu of action proposed under Civil Service adverse action procedures;" the suffix "EAA" stands for "in lieu of action proposed under agency procedures that are equivalent to the Civil Service adverse action procedures;" and the suffix "OAA" stands for "in lieu of action proposed under other adverse action procedures."

4. If an employee declines a reassignment and the agency issues a notice of proposed separation that is then followed by the employee's resignation, use Rules 20-22.

5. Use this rule only when the employee has been notified in writing of the proposed action.

6. If a Department of Defense employee is resigning to accompany a sponsor overseas, use Table 31-B.

Table Summary: Table 31-B. Documenting Separations other than Resignations and Retirements

<i>If Action is based on</i>	<i>Go to Rules</i>
Abandonment of position	61
Appointment in another agency	2-12
Conduct	35-40
Conduct and Performance	41-46
Contracting out of Employee's Position	17
Death	1
Directed Reassignment, failure to accept	21-23
Expiration of Appointment	14
Failure to qualify for conversion	57-60
Function or activity moves, employee declines to accompany	24-26
Lack of work/funds when employee is on a temporary appointment	18-19
Merit Systems Protection Board instruction	53
National security, directed by head of agency	56
Office of Personnel Management instruction	54-55
Performance	27-34
Pre-appointment conditions	47-52
Reemployed annuitant, employee being a	62
Reduction in Force (RIF)	15-16
Relocation of a Department of Defense Sponsor	20
Uniformed Services, duty with	13
Circumstances not listed above	63-65

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Table 31-B. Documenting Separations Other than Resignations and Retirements

<i>R U L E</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
	<i>If Separation Is</i>	<i>And</i>	<i>Then NOAC Is</i>	<i>NOA Is</i>	<i>Auth Code Is</i>	<i>Authority Is</i>
1	Because of death of employee		350	Death		(No entry required)
2	Because employee moves without break in service from one Senior Executive Service position to another in a different agency (see Note 1 of this table)		352	Termination- Appt In (Agency)	VCR	5 U.S.C. 3395
3	When an Senior Executive Service (SES) appointee who has guaranteed placement rights is being appointed to a non-SES position in another agency as a result of action initiated by the appointing officer	Action is based on unacceptable performance during the Senior Executive Service probationary period			VDJ	5 U.S.C. 3594(a)
4		Action is based on less than fully successful performance following the Senior Executive Service probationary period			VCS	5 U.S.C. 3594(b)(1)
5		Action is based on reduction in force			VCT	5 U.S.C. 3594(b)(2)
6		Action is based on failure to be recertified			VCW	5 U.S.C. 3594(b)(3)
7		Because employee has accepted a position in another Federal agency without a break in service under circumstances not covered in Rules 2 through 6 (see Notes 1 and 2 of this table)	Separation is because function moves from one agency to another			PDM
8	Employee accepts job at a higher grade				DFM	5 CFR part 715 Prom

Table 31-B. Documenting Separations Other than Resignations and Retirements (Continued)

<i>R U L E</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
	<i>If Separation Is</i>	<i>And</i>	<i>Then NOAC Is</i>	<i>NOA Is</i>	<i>Auth Code Is</i>	<i>Authority Is</i>
9	Because employee has accepted a position in another Federal agency without a break in service under circumstances not covered in Rules 2 through 8 (see Notes 1 and 2 of this table)	Employee accepts a job at a lower grade job	352	Termination- Appt In (agency)	DKM	5 CFR part 715 CLG
10		Employee accepts a job at the same grade or in a different pay system			DBM	5 CFR part 715
11		To transfer to an international organization			PZM	Reg. 352.308
12		To accept appointment with the American Institute in Taiwan			ZPM	P.L. 96-8
13	Because employee is entering on duty with the uniformed services	Employee has provided written notice of intent not to return to a position of employment with the agency or elects to be separated in lieu of Leave Without Pay	353	Separation-US	Q3K	5 CFR part 353
14	Effected on the Not-to-Exceed date of a temporary appointment or when employee has worked the number of days or hours to which the appointment was limited		355	Termination-Exp of Appt		(No Entry Required)

Table 31-B. Documenting Separations Other than Resignations and Retirements (Continued)

<i>R U L E</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
	<i>If Separation Is</i>	<i>And</i>	<i>Then NOAC Is</i>	<i>NOA Is</i>	<i>Auth Code Is</i>	<i>Authority Is</i>
15	Under reduction-in-force (RIF) procedures	Employee is in the Senior Executive Service	356	Separation-RIF	VDK	5 U.S.C. 3595
16		Employee is in the competitive service or the excepted service			PNM	Reg. 351.603
17		Due to contracting out of functions under Office of Management and Budget Circular A-76			PNR	Reg. 351.603 (A-76)
18	Because of lack of work, lack of funds, or ceiling limitations when employee is on a competitive service appointment limited to one year or less	Action is not effected under reduction-in-force regulations	357	Termination	MUM	Reg. 316.401
19	Because of lack of work, lack of funds, or ceiling limitations	When employee is on a temporary appointment that is not described in Rules 1-18			UYM	(Enter authority under which employee was appointed)
20	The result of a Department of Defense (DoD) employee submitting a resignation to accompany sponsor military or civilian sponsor to a new duty station (see Note 3 of this table)	Sponsor is on active duty in the military or is a Department of Defense civilian employee who (1) signed a mobility agreement which requires as a condition of employment, accepting an assignment anywhere in the world at management's request, or (2) relocates to or from an assignment at a duty station outside the continental United States.	351	Termination-Sponsor Relocating	RPM	Reg. 715.202

Table 31-B. Documenting Separations Other than Resignations and Retirements (Continued)

<i>R U L E</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
	<i>If Separation Is</i>	<i>And</i>	<i>Then NOAC Is</i>	<i>NOA Is</i>	<i>Auth Code Is</i>	<i>Authority Is</i>
21	Because employee declined to accept a directed reassignment, outside the commuting area, which was not provided for in employee's position description or employment agreement	Action is effected under 5 U.S.C., chapter 75	330	Removal	V9A	5 U.S.C. 75 Reas
22		Action is effected under agency procedures, equivalent to those under 5 U.S.C., chapter 75, that afford employee appeal rights			V9B	5 U.S.C. 75 Reas-Eq
23		Action is effected under procedures that do not afford employee appeal rights	357	Termination	USM	(Enter Agency Authority)
24	Because employee declined to accompany his or her function or activity when it was moved outside of the employee's commuting area	Action is effected under 5 U.S.C., chapter 75	330	Removal	VJJ	5 U.S.C. 75 Relo
25		Action is effected under agency procedures, equivalent to those under 5 U.S.C., chapter 75, that afford employee appeal rights			V2J	5 U.S.C. 75 Relo-Eq
26		Action is effected under procedures that do not afford employee appeal rights	357	Termination	UTM	(Enter Agency Authority)
27	Based on unacceptable or unsatisfactory performance (when employee's conduct is not a factor)	Is effected under Part 432, Civil Service Regulations	330	Removal	QGM	Reg. 432.101

Table 31-B. Documenting Separations Other than Resignations and Retirements (Continued)

<i>R U L E</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
	<i>If Separation Is</i>	<i>And</i>	<i>Then NOAC Is</i>	<i>NOA Is</i>	<i>Auth Code Is</i>	<i>Authority Is</i>
28	Based on unacceptable or unsatisfactory performance (when employee's conduct is not a factor)	Is effected under agency procedures, equivalent to those required under part 432, Civil Service Regulations, that afford employee appeal rights	330	Removal	QHM	Reg. 432.101 Eq
29	Based on unacceptable or unsatisfactory performance or other factors unrelated to misconduct or delinquency	Action is processed under part 752D, Civil Service Regulations	385		VWP	5 U.S.C. 7513
30		Action is processed under agency regulations, equivalent to those required under part 752D, Civil Service Regulations, that afford employee appeal rights			VWR	5 U.S.C. 7513 Eq
31	Employee is serving an initial probationary period	Employee is serving an initial probationary period		385	Termination during prob/ trial period	L2M
32		Employee is serving a trial period required by civil service or agency regulation	L4M			Reg. 315.804 Eq
33		Employee is currently serving a probationary period in the Senior Executive Service	V2M			5 U.S.C. 3393
34	Employee is serving on an appointment not described in Rules 31-33 that does not afford appeal rights	Employee is serving on an appointment not described in Rules 31-33 that does not afford appeal rights	357	Termination	ZLK	(Enter Law, Executive Order or Regulation that authorizes termination because of performance)

Table 31-B. Documenting Separations Other than Resignations and Retirements (Continued)

<i>R U L E</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
	<i>If Separation Is</i>	<i>And</i>	<i>Then NOAC Is</i>	<i>NOA Is</i>	<i>Auth Code Is</i>	<i>Authority Is</i>
35	Based on employee's conduct or delinquency after entrance on duty (when work performance is not a factor and the separation is not covered under Rules 27-34)	Is effected under 5 U.S.C., chapter 75 (under civil service adverse action procedures)	330	Removal	V6J	5 U.S.C. 75 Postappt
36		Is effected under an agency authority, following procedures that are equivalent to those required under 5 U.S.C., chapter 75, that afford employee appeal rights			V8J	5 U.S.C. 75 Postappt-Eq
37		Is effected during an initial appointment probation	385	Termination during prob/ trial period	L2M	Reg. 315.804
38		Is effected during a trial period required by civil service or agency regulations			L4M	Reg. 315.804 Eq
39		Is effected during the probationary period of a Senior Executive Service career appointee			VYM	5 U.S.C. 3393 Postappt
40		Employee is serving on an appointment other than one described in Rules 37-39 that does not afford appeal rights	357	Termination	ZLJ	(Enter Law, Executive Order or Regulation that authorizes termination because of misconduct)

Table 31-B. Documenting Separations Other than Resignations and Retirements (Continued)

<i>R U L E</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
	<i>If Separation Is</i>	<i>And</i>	<i>Then NOAC Is</i>	<i>NOA Is</i>	<i>Auth Code Is</i>	<i>Authority Is</i>
41	Because of employee's conduct or delinquency after entrance on duty <i>and</i> because of unacceptable performance	Is effected under 5 U.S.C. , chapter 75 (under civil service adverse action procedures)	330	Removal	VAJ	5 U.S.C. 75
42		Is effected under an agency authority, following procedures equivalent to those required under 5 U.S.C., chapter 75, that affords employee appeal rights			VHJ	5 U.S.C. 75 Eq
43		Is effected during an initial appointment probation	385	Termination during prob/ trial period	L5M	Reg. 315.804 Mix
44		Is effected during a trial period required by civil service or agency regulations			LXM	Reg. 315.804 Eq Mix
45		Is effected during the probationary period of a Senior Executive Service career appointee			V2M	5 U.S.C. 3393
46		Employee is serving on an appointment other than one described in Rules 43-45 that does not afford appeal rights	357	Termination	ZLL	(Enter Law, Executive Order, or Regulation that authorizes termination because of <i>both</i> misconduct and performance)

Table 31-B. Documenting Separations Other than Resignations and Retirements (Continued)

<i>R U L E</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>	
	<i>If Separation Is</i>	<i>And</i>	<i>Then NOAC Is</i>	<i>NOA Is</i>	<i>Auth Code Is</i>	<i>Authority Is</i>	
47	Because of conditions arising in whole or in part before employee's entrance on duty, such as making false statements on application/ resume or failure to qualify in investigation	Is effected under 5 U.S.C., chapter 75 (under civil service adverse action procedures)	330	Removal	V5J	5 U.S.C. 75 Preappt	
48		Is effected under an agency authority, following procedures equivalent to those required under 5 U.S.C., chapter 75			V7J	5 U.S.C. 75 Preappt Eq	
49		Is effected during an initial appointment probation	385		Termination during prob/ trial period	L6M	Reg. 315.805
50		Is effected during a trial period required by civil service or agency regulations				L8M	Reg. 315.805 Eq
51		Is effected during the probationary period of a Senior Executive Service career appointee				VUM	5 U.S.C. 3393 Preappt
52		Employee is serving on an appointment other than one described in Rules 49-51 that does not afford appeal rights	357		Termination	UXM	(Enter Law, Executive Order, or Regulation that authorizes the termination)
53		Instructed by the Merit Systems Protection Board				VAA	5 U.S.C. 1204
54	Instructed by the Office of Personnel Management	Is based on suitability reasons	330	Removal	RYM	Reg. 731.201	

Table 31-B. Documenting Separations Other than Resignations and Retirements (Continued)

<i>R U L E</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
	<i>If Separation Is</i>	<i>And</i>	<i>Then NOAC Is</i>	<i>NOA Is</i>	<i>Auth Code Is</i>	<i>Authority Is</i>
55	Instructed by the Office of Personnel Management	Is based on reasons other than suitability	357	Termination	A3M	CS Rule V
56	Effected by agency head in the interest of national security		330	Removal	V4J and ZEM	5 U.S.C. 7532 and E.O. 10450
57	Required because employee failed, because of misconduct or delinquency, to qualify for conversion under Regulation 315.704	Action is effected under procedures of 5 U.S.C., chapter 75			LTM and VAJ	Reg. 315.704(c)-conduct and 5 U.S.C. 75
58		Action is not effected under procedures of 5 U.S.C., chapter 75	357	Termination	LTM	Reg. 315.704(c)-conduct
59	Because employee failed to qualify for conversion under Regulation 315.704 for reasons other than conduct or delinquency, such as for failure to pass an examination	Action is effected under 5 U.S.C., chapter 75	330	Removal	LUM and VAJ	Reg. 315.704(c) and 5 U.S.C. 75
60		Action is not effected under 5 U.S.C., chapter 75	357	Termination	LUM	Reg. 315.704(c)
61	Because employee abandoned his or her position (see Note 4 of this table)	Adverse action removal procedures are not followed			C7M	Reg. 715.202-Abandonment
62	Of a reemployed annuitant serving at the will of the appointing authority	The basis and procedure for the termination are not covered in Rules 14-61			VCM	5 U.S.C. 3323

Table 31-B. Documenting Separations Other than Resignations and Retirements (Continued)

<i>R U L E</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>
	<i>If Separation Is</i>	<i>And</i>	<i>Then NOAC Is</i>	<i>NOA Is</i>	<i>Auth Code Is</i>	<i>Authority Is</i>
63	For employee to accept employment with a non-Federal Government entity that takes over his or her Federal functions	The employee will continue to receive Federal benefits	390	Separation-Appt In (name of entity)	ZLM	(Cite specific statute that authorizes the transfer of function)
64	Under circumstances not described elsewhere in this table	Employee is entitled to appeal the separation	330	Removal		(Enter Law, Executive Order or Regulation that authorizes the action)
65		Employee is not entitled to appeal the separation	357	Termination		

NOTES:

1. Although an employee may submit a resignation in such cases, resignation is not required. Do not document the action as a resignation. When employee is moving to the other agency because of a reduction-in-force separation, document the action as a 356/Separation-RIF following the instructions in Rules 16 and 17.
2. When employee is on grade retention, compare the grade being retained with the grade of the position to which he or she is moving in order to determine if the move is to a position at a higher or lower grade.
3. The agency should review a copy of the orders assigning the employee's sponsor to a new duty station before using this code.
4. If employee is later found, in fact, to have resigned before the termination was processed, the termination can be corrected (following the procedures in Chapter 32) to show a resignation.

Table 31-C. Codes for Required Remarks (Important: More than One Rule May Apply.)

<i>R</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>
<i>U</i>	<i>If</i>	<i>And</i>	<i>And</i>	<i>Then Required Remarks Codes Are (See Note 1 of this table)</i>
<i>L</i>				
<i>E</i>				
1	Nature of action code is <i>not</i> 350			M67
2	Employee is resigning	Gave a reason for resignation		R19
3		Gave no reason for resigning		S68
4	Employee's reason for resigning is work-connected	Employee was advised of the opportunity to file a grievance (see Notes 2 and 3 of this table)		Employee filed a grievance
5			Employee did not file a grievance	M27
6	Senior Executive Service Career Appointee is resigning	Resigns after receiving notice of removal or placement out of the Senior Executive Service during probation		M58
7		Resigns after receiving notice of placement out of the Senior Executive Service for less than fully successful performance following completion of Senior Executive Service probation		M58 and S82
8		Resigns after receiving notice of placement out of the Senior Executive Service because of failure to be recertified	Is applying for discontinued service retirement under the Civil Service Retirement System	M58, S82, and S83
9			Is applying for discontinued service retirement under the Federal Employees Retirement System	M58, S82, and S84

Table 31-C. Codes for Required Remarks (Important: More than One Rule May Apply.) (Continued)

<i>R</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	
<i>U</i>	<i>If</i>	<i>And</i>	<i>And</i>	<i>Then Required Remarks Codes Are (See Note 1 of this table)</i>	
<i>L</i>					
<i>E</i>					
10	Employee resigns after being given written notice of adverse action the Office of Personnel Management or agency <i>proposes</i> to take	Employee has been serving on an appointment which does afford appeal rights (see Note 2 of this table)	The action proposed was a separation action	S31	
11			The action proposed was a demotion	S32	
12			The action proposed was a suspension	S33	
13	Employee resigns after being given written notice of adverse action the Office of Personnel Management or agency has <i>decided</i> to take		The pending action was a separation action	S28	
14			The pending action was a demotion	S29	
15			The pending action was a suspension	S30	
16	Employee resigns after receiving notice that within-grade increase will be denied but before the 888/Denial of Within-grade Inc action is effected				S80
17	Employee resigns during initial appointment probation				S65
18	Employee resigns during trial period				S66

Table 31-C. Codes for Required Remarks (Important: More than One Rule May Apply.) (Continued)

R U L E	A	B	C	D
	<i>If</i>	<i>And</i>	<i>And</i>	<i>Then Required Remarks Codes Are (See Note 1 of this table)</i>
19	Employee is serving a probationary period for a supervisory (or managerial) position	Resigns after being notified of <i>proposed</i> position change for failure to satisfactorily complete that probationary period		S74
20		Resigns after being notified of <i>decision</i> on position change as a result of failure to satisfactorily complete that probationary period		S75
21	Employee received a reduction-in-force notice	Was offered another job	Declined the offer without giving a reason	S51, S54, and S56
22			Gave reasons for declining the offer	S51, S54, and R55
23		Was not offered another job		S51 and S58
24	Separation is based on employee's declination of relocation			R53
25	Separation is based on employee's declination of assignment			R52
26	Employee is terminated after receiving a written notice of adverse action <i>proposed</i> by the Office of Personnel Management or agency (see Note 6 of this table)	The termination was for reasons other than the proposed adverse action (see Note 2 of this table)	The action proposed was a separation	S42
27			The action proposed was a demotion	S41
28			The action proposed was a suspension	S40
29	Employee is terminated after receiving a written notice of <i>decision</i> on an adverse action proposed by the Office of Personnel Management or agency (see Note 6 of this table)	The termination was for reasons other than the pending adverse action (see Note 2 of this table)	The decision was a separation	S45
30			The decision was a demotion	S44
31			The decision was a suspension	S43

Table 31-C. Codes for Required Remarks (Important: More than One Rule May Apply.) (Continued)

<i>R</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>
<i>U</i>	<i>If</i>	<i>And</i>	<i>And</i>	<i>Then Required Remarks Codes Are (See Note 1 of this table)</i>
<i>L</i>				
<i>E</i>				
32	Separation is ordered by the Merit Systems Protection Board			S73
33	Separation is ordered by the Office of Personnel Management			S46
34	Separation is NOT ordered by the Office of Personnel Management or the Merit Systems Protection Board			S47
35	Nature of Action is <i>355/Termination—Exp of Appt</i>	Employee refused extension of appointment		S57
36	Employee separates to accompany a U.S. Government military or civilian sponsor overseas (outside the United States)			S78
37	Employee's total salary includes a retention allowance			P78
38	Employee's total salary includes payment for administratively uncontrollable overtime (AUO)			P82
39	Employee's total salary includes a supervisory differential			P80
40	***			***

Table 31-C. Codes for Required Remarks (Important: More than One Rule May Apply.) (Continued)

R U L E	A If	B And	C And	D Then Required Remarks Codes Are (See Note 1 of this table)
41	Employee's total salary includes availability pay			P98
42	Pay in position from which employee is separating has been set at a special rate under 5 U.S.C. 5305			P05
43	Employee was receiving (or was entitled to receive) severance pay at the time of current appointment based upon a previous separation (see Note 4 of this table)	Severance pay is to be resumed by agency responsible for severance pay fund (see Note 5 of this table)		N20
44		Employee lost entitlement to severance pay (see Note 5 of this table)		N23
45		Severance pay is to be <i>recomputed</i> by agency responsible for severance pay fund (see Note 5 of this table)		N21
46	Employee is entitled to severance pay based upon the separation (see Note 5 of this table)			N22 and N59
47	Employee's separation is involuntary	Employee is not entitled to severance pay		N23
48	Employee completed requirements for a within-grade increase <i>on</i> or <i>before</i> separation date	The within-grade increase was not effected		P16

Table 31-C. Codes for Required Remarks (Important: More than One Rule May Apply.) (Continued)

R U L E	A If	B And	C And	D Then Required Remarks Codes Are (See Note 1 of this table)
49	Employee will receive lump sum payment for annual leave	The exact number of hours of unused annual leave is known	Retained rate will terminate during period of lump sum payment	N26 and P18
50			Retained rate will not terminate during period of lump sum payment	N26
51			Employee does not have retained rate	
52		The exact number of hours of unused annual leave is not yet available	Retained rate <i>will</i> terminate during period of lump sum payment	N27 and P18
53			Retained rate <i>will not</i> terminate during period of lump sum payment	N27
54			Employee does not have retained rate	
55	Employee has been in nonpay status during current calendar year	Total nonpay status during current calendar year exceeds 6 months		G31
56	Separation is from intermittent employment	Employment has been without compensation (WC)		G29 (see Note 7 of this table)
57		Employment has been <i>with</i> pay		G30 (see Note 7 of this table)

Table 31-C. Codes for Required Remarks (Important: More than One Rule May Apply.) (Continued)

<i>R</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>
<i>U</i>	<i>If</i>	<i>And</i>	<i>And</i>	<i>Then Required Remarks Codes Are (See Note 1 of this table)</i>
<i>L</i>				
<i>E</i>				
58	Employee may be barred from annuity under 5 U.S.C. chapter 83, subchapter II	Employee is <i>eligible</i> to apply for an immediate annuity		M61
59		Employee is <i>not eligible</i> to apply for an immediate annuity		M60
60	Separation results from work-related injury/disability (see 5 U.S.C. 8102)	Employee is eligible for continuation of pay		N11 and N12
61				N10
62	Employee, who is separating from Federal service, has life insurance coverage	Employee has made an assignment of life insurance coverage		B69
63		Employee has not made an assignment of life insurance coverage		B46
64	Employee, who is separating from Federal service, has health benefits coverage	Separation is involuntary due to gross misconduct (see Note 8 of this table)	Is not being placed on the Office of Workers' Compensation Programs rolls	B47
65		Separation is not described in Rule 64		B53

Table 31-C. Codes for Required Remarks (Important: More than One Rule May Apply.) (Continued)

<i>R</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>
<i>U</i>	<i>If</i>	<i>And</i>	<i>And</i>	<i>Then Required Remarks Codes Are (See Note 1 of this table)</i>
<i>L</i>				
<i>E</i>				
66	Employee has elected to retain coverage under a retirement system for Non-appropriated Fund employees			B63
67	Employee under the Federal Employees Retirement System is separated after attaining the minimum retirement age (MRA) and completing 10 years of creditable service (see The CSRS and FERS Handbook , Chapter 42)			B62
68	Employee under the Federal Employees Retirement System is separated after completing 10 years of creditable service (see The CSRS and FERS Handbook , Chapter 42)			B61
69	Employee is transferred to an international organization			M62
70	Employee separates to go to the American Institute in Taiwan under P.L. 96-8			M04
71	Senior Executive Service (SES) appointee who has guaranteed placement rights is being appointed to a non-SES position in another agency	The action is based on unacceptable performance during probation, less than fully successful performance following probation, or failure to be recertified		M58
72	Employee abandoned his or her position			S20

Table 31-C. Codes for Required Remarks (Important: More than One Rule May Apply.) (Continued)

<i>R</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>
<i>U</i>	<i>If</i>	<i>And</i>	<i>And</i>	<i>Then Required Remarks Codes Are (See Note 1 of this table)</i>
<i>L</i>				
<i>E</i>				
73	***	***		***
74	Employee will have reemployment rights			M64
75	Employee is separating from an excepted service appointment, a Senior Executive Service appointment, or a temporary or term appointment in the competitive service	Is a nonveteran who previously held a career-conditional appointment	Current employment occurred within 3 years after separation from that career-conditional appointment	M83
76	Action is a 357/Termination	Reason for the action is not described in Rules 1-75 and employee was serving on an appointment that did provide appeal rights (see Note 2 of this table)		S48
77	Action is a 330/Removal			S47

NOTES:

1. See Table 31-D to translate codes into actual remarks.
2. When employee is serving an initial appointment probation, a trial period required by civil service or agency regulations, or on an appointment which does not afford appeal rights, NO agency findings regarding employee's resignation or agency reasons for termination may be placed on the Standard Form 50.
3. When employee's reason for resigning is work-connected, the employee may file a grievance. Check with the personnel specialist who approved the action to determine if the employee was so advised; if so, ask which of these remarks applies.
4. Remarks on the separation Standard Form 50 for the previous separation and on the Standard Form 50 for the current appointment should show whether or not employee was entitled to and/or received severance pay based upon a previous separation.
5. See 5 CFR part 550, subpart G, to determine conditions under which employee is entitled to severance pay, severance pay will be recomputed or resumed, and conditions under which severance pay entitlement is lost.

NOTES (Continued):

6. These instructions do not apply when action is 352/Termination-Appt in (agency).
7. Follow instructions in Figure 6-4 to convert hours worked to months and days of service credit. Standard Form 50 remarks are used as the basis for future service computation date calculations. Therefore, if your agency uses additional remarks to explain the time the employee worked, those agency remarks must show the intermittent service in terms of the *credit* to which the employee is entitled, rather than in terms of elapsed calendar time. Example: if employee worked on ten different days for a total of 35 hours, show in your agency remarks that the 35 hours equalled 6 days of service credit.
8. See [The Employees Health Benefits Handbook](#) for information about determining whether an involuntary separation is due to gross misconduct.

Table 31-D. Codes and Corresponding Remarks

<i>R U L E</i>	<i>If Code is</i>	<i>Then remark is</i>
1	B46	SF 2819 was provided. Life insurance coverage is extended for 31 days during which you are eligible to convert to an individual policy (nongroup contract).
2	B47	Health benefits coverage is extended for 31 days during which you are eligible to convert to an individual policy (nongroup contract).
3	B53	Health benefits coverage is extended for 31 days during which you are eligible to convert to an individual policy (nongroup contract). You are also eligible for temporary continuation of your FEHBP coverage for up to 18 months.
4	B61	You appear to be eligible for early deferred retirement benefits at age (enter eligibility age). If you have questions, contact your agency retirement counselor.
5	B62	You appear to be eligible for immediate MRA + 10 retirement annuity. If you have questions, contact your agency retirement counselor.
6	B63	Elected to retain coverage under a retirement system for NAF employees.
7	B69	Employee has assigned ownership of life insurance coverage. Assignment terminates 31 days after separation date unless employee is entitled to continued coverage before that date.
8	***	***
9	G29	Intermittent employment totaled (number) hours in work status from (date) to (date) [Note: When information on work status is not immediately available, prepare Standard Form 50 without it. Process a 002/Correction action to add the information to the Standard Form 50 later.]
10	G30	Intermittent employment totaled (number) hours in pay status from (date) to (date) [Note: When information on pay status is not immediately available, prepare Standard Form 50 without it. Process a 002/Correction action to add the information to the Standard Form 50 later.]
11	G31	Nonpay time not previously recorded in calendar year (year) totaled (number) hours.
12	M04	Under P.L. 96-8, is entitled to continue FEGLI and health benefits. Has reemployment rights in (agency from which separated) or successor agency upon separation from the Institute, subject to such time period and other conditions as the President may prescribe.

Table 31-D. Codes and Corresponding Remarks (Continued)

<i>R U L E</i>	<i>If Code is</i>	<i>Then remark is</i>
13	M26	Employee was advised of opportunity to file grievance and elected to do so.
14	M27	Employee was advised of opportunity to file grievance and elected not to do so.
15	M58	No SES reinstatement rights.
16	M60	Information on possible 5 U.S.C. chapter 83, subch. II, case may be obtained from (enter name & address). [Note: Enter this remark on payroll copy only of Standard Form 50.]
17	M61	Possible 5 U.S.C. chapter 83, subch. II, case. [Note: Enter this on payroll copy only of Standard Form 50.]
18	M62	You have reemployment rights in (agency) under 5 U.S.C. 3582 provided separation is no later than (enter period) after the date of entry on duty in (name of international organization) and you apply to this agency within 90 days from date of your separation.
19	***	***
20	M64	You have employment rights in (agency) for (how long) under (authority).
21	M67	Forwarding address:
22	M83	The 3-year limitation eligibility for reinstatement is extended by the period you serve on excepted, SES, term, or temporary appointment.
23	N10	To (or expected to) be paid under 5 U.S.C. chapter 81.
24	N11	Employee is entitled to 45 calendar days of continuation of regular pay under 5 U.S.C., chapter 81, section 8118.
25	N12	Expected to be paid under 5 U.S.C. chapter 81 following 45 calendar days COP period.
26	N20	Severance pay to be resumed by (agency responsible for severance pay fund).
27	N21	Severance pay to be recomputed by (agency responsible for severance pay fund).
28	N22	Entitled to (\$) severance pay fund to be paid at the rate of (\$) per week over (number) weeks beginning (date).

Table 31-D. Codes and Corresponding Remarks (Continued)

<i>R U L E</i>	<i>If Code is</i>	<i>Then remark is</i>
29	N23	Not entitled to severance pay.
30	N26	Lump-sum payment to cover (number) hours ending (date and hour).
31	N27	Lump sum payment to be made for any unused annual leave.
32	N59	OPF retained by (name & address of office).
33	P05	Special rate under 5 U.S.C. 5305.
34	P16	Met all requirements for WGI to (grade and step) on (date); due on (date).
35	P18	Retained rate period expires (date). Effective (date) pay will be (amount).
36	P78	Salary in block 12 includes retention allowance of \$_____.
37	***	***
38	P80	Salary in block 12 includes supervisory differential of \$_____.
39	P82	Salary in block 12 includes AUO of \$_____.
40	P98	Salary in block 12 includes availability pay of \$_____.
41	R19	Reason for resignation: (Enter reason given by employee. When reason is too lengthy to fit into block 45 of the Standard Form 50, it should be summarized).
42	R52	Reason(s) for declination of assignment: (enter reason(s)).
43	R53	Reason(s) for declination of relocation: (enter reason(s)).
44	R55	Refused job offer because: (reasons given by employee).

Table 31-D. Codes and Corresponding Remarks (Continued)

<i>R U L E</i>	<i>If Code is</i>	<i>Then remark is</i>
45	S20	(State the conditions under which the employee abandoned the position.)
46	S28	Agency Finding: Resigned after receiving written notice on (date) of decision to separate for (reasons).
47	S29	Agency Finding: Resigned after receiving written notice on (date) of decision to demote for (reasons).
48	S30	Agency Finding: Resigned after receiving written notice on (date) of decision to suspend for (reasons).
49	S31	Agency Finding: Resigned after receiving written notice on (date) of proposal to separate for (reasons).
50	S32	Agency Finding: Resigned after receiving written notice on (date) of proposal to demote for (reasons).
51	S33	Agency Finding: Resigned after receiving written notice on (date) of proposal to suspend for (reasons).
52	S40	Agency Finding: Terminated after receiving written notice on (date) of proposal to suspend for (reasons).
53	S41	Agency Finding: Terminated after receiving written notice on (date) of proposal to demote for (reasons).
54	S42	Agency Finding: Terminated after receiving written notice on (date) of proposal to separate for (reasons).
55	S43	Agency Finding: Terminated after receiving written notice on (date) of decision to suspend for (reasons).
56	S44	Agency Finding: Terminated after receiving written notice on (date) of decision to demote for (reasons).
57	S45	Agency Finding: Terminated after receiving written notice on (date) of decision to separate for (reasons).
58	S46	Separated by order of Office of Personnel Management dated (date) for violation of CS (enter proper rule or regulation).
59	S47	Reason(s) for removal: (state reason(s)).
60	S48	Reason(s) for termination: (state reason(s)).
61	S51	RIF notice dated (date).

Table 31-D. Codes and Corresponding Remarks (Continued)

<i>R U L E</i>	<i>If Code is</i>	<i>Then remark is</i>
62	S54	Offered job(s) of (position title, grade, salary, and geographical location).
63	S56	No reason given by employee for refusing job offer.
64	S57	Refused extension of appointment.
65	S58	No other work available.
66	S65	Resigned during initial appointment probationary period.
67	S66	Resigned during trial period.
68	S68	Employee gave no reason for resignation.
69	S73	Separated by order of Merit Systems Protection Board dated (date) for (enter briefly, but specifically, the reasons given by MSPB).
70	S74	Agency Finding: Resigned after receiving notice of proposed position change as a result of failure to satisfactorily complete probationary period for supervisory (or managerial) position.
71	S75	Agency Finding: Resigned after receiving notice of decision on position change as a result of failure to satisfactorily complete probationary period for supervisory (or managerial) position.
72	S78	Employee is accompanying a U.S. Government sponsor overseas.
73	S80	Agency Finding: Resigned after receiving notice that within-grade increase would be denied.
74	S82	Agency Finding: Resigned after receiving written notice on (date) of proposed placement out of the SES for (reason(s)).
75	S83	There is no annuity reduction based on age per 5 U.S.C. 8339(h).
76	S84	Eligible for an annuity supplement per 5 U.S.C. 8421(a)(2).