



**DRB DIGEST/EXECUTIVE SUMMARY  
DRB DOCKET 2014-015**

<b>NAME</b>	E3
<b>CURRENT DD-214</b>	Honorable, 12-B-16, JNC, Unacceptable Conduct, RE4
<b>RELIEF REQUESTED</b>	Change RE code
<b>RELIEF GRANTED BY DRB</b>	partial relief to the applicant's Separation Code, Separation Authority, and Narrative Reason for separation as noted below
<b>ADMIN CORRECTIONS</b>	None

<b>TIS</b>	2 yrs, 10 months, 30 days
<b>Policy Implications</b>	None

**EXECUTIVE SUMMARY:** The applicant was discharged for Unacceptable Conduct due to Inaptitude. The applicant's final 2 enlisted employee evaluations resulted in Not Recommended for Advancement in 2011. The applicant received NJP in early 2011 and was put on performance probation. There were 16 negative administrative remarks documented on his applicant's inability to complete routine tasks, tardiness, meet qualifications, and a lack of communication the his chain of command.

The Board notes that the Discharge notifications have Inaptitude and Unsuitability listed consistently on all of the separation documents. Therefore, these documented formal reasons for separation do serve as a catalyst for the Board to firmly assess if this is best categorized as a 'performance or conduct' separation, but certainly not a mix of both with the applicant receiving the worst possible outcome.

The Board recommends that the Narrative Reason (NR) is amended to Unsatisfactory Performance, JHJ, with the reentry to remain as a RE-4. The service record supports a performance deficiency to a greater extent than the (NR) of Unacceptable conduct. 1 NJP just 7 months prior to the separation is not legally sufficient for a JNC separation. The service record supports that the applicant was unsuitable for continued military service. A move to said (NR) removes the negative stigma on both sides as the applicant was a very young adult and the command began separation processing after just 1 year on board.

**Propriety:** Discharge was proper.  
**Equity:** Discharge was equitable.

**Final Adjudication by Assistant Commandant for Human Resources:** Partial relief is granted to the applicant's Separation Code, Separation Authority, and Narrative Reason for separation (All other items stand as issued):

<b>DD-214 Item</b>	<b>Board Decision</b>
24. Discharge	No Change
25. Authority	COMDTINST M1000.6A,Art12-B-9
26. Separation Code	JHJ
27. Re-entry Code	No Change
28. Narrative Reason	Unsatisfactory Performance