

SUMMARY: The Applicant was discharged on May 10, 2012 in accordance with Air Force Instruction 36-3208, *Administrative Separation of Airmen*, with an Under Honorable Conditions (General) Service Characterization for Misconduct (Minor Infractions). The Applicant appealed for an upgrade of their Service Characterization, a change to the Narrative Reason for separation (SPD), and a change to the Reentry Code.

The Applicant requested the Board be completed based on a Record Review. The Board was conducted on November 4, 2025. The Applicant was not represented by counsel.

The attached examiner's brief (provided to applicant only), extracted from available service records, contains pertinent data regarding the circumstances and character of the Applicant's military service.

DISCUSSION: The Discharge Review Board (DRB), under its responsibility to examine the propriety and equity of an Applicant's discharge, is authorized to change the Characterization of Service and the Narrative Reason for discharge if such changes are warranted. If applicable, the Board can also change the Applicant's Reentry Code. In reviewing discharges, the Board presumes regularity in the conduct of governmental affairs unless there is substantial credible evidence to rebut the presumption, to include evidence submitted by the Applicant. The Board completed a thorough review of the circumstances that led to the discharge and the discharge process to determine if the discharge met the pertinent standards of equity and propriety.

The Applicant's record of service included the following documented misconduct leading up to their discharge:

- Letter of Reprimand for failure to obey a lawful order
- Letter of Reprimand for making a false statement
- Letter of Reprimand for failure to accomplish the post-flight/pre-flight inspection, resulting in the aircraft's impoundment
- Letter of Reprimand for failure to have proper tech data while completing power checks for aircraft

The documentary evidence the Board considered as part of the review includes, but is not limited to the DD Form 293, *Application for the Review of Discharge from the Armed Forces of the United States*, and any additional documentation submitted by Applicant and/or counsel; the Applicant's personnel file from the Automated Records Management System (ARMS); and the DRB Brief detailing the Applicant's service information and a summary of the case.

The Applicant believed the disciplinary actions for minor infractions were disproportionate and could have been resolved at a lower command level. They further stated that since discharge, they have served as a volunteer rescue member for nine years and an EMT for six years and are considering paramedic training.

The DRB determined the discharge was proper and equitable, citing four letters of reprimand for failing to obey orders and dereliction of duty. However, the Board determined relief based on the Wilkie factors was appropriate, specifically considering the Applicant's demonstrated rehabilitation and the significant passage of time. It has been 13 years since the Applicant was discharged, and they have become a contributing member of the community through service as an EMT. The Applicant provided substantial evidence such as numerous certifications and character references from their employer demonstrating a committed and outstanding individual serving in the role of a county EMS. Therefore, the Board partially approved the Applicant's request by upgrading their Service Characterization but denied the change to the Narrative Reason for separation (SPD), and a change to the Reentry Code.

Additionally, the Board considered the factors laid out in the attachment to the Under Secretary of Defense memorandum, *Guidance to Military Discharge Review Boards and Boards for Correction of Military/Naval Records Regarding Equity, Injustice, or Clemency Determinations*, dated 25 June 2018, known as the “Wilkie Memo.” The Board considered the factors listed in paragraphs (6)(a)-(6)(l) and (7)(a)-(7)(r) of this memorandum.

FINDING AND CONCLUSION: After a thorough review of the available evidence, to include the Applicant’s issues, summary of service, service/medical record entries, and discharge process, the Board found the discharge was proper and equitable. However, based on the Wilkie Factors the DRB voted two to one to **partially approve** the Applicant’s request. Therefore, the awarded Service Characterization shall change to “Honorable,” the Narrative Reason for separation shall remain Misconduct (Minor Infractions), and the Reentry Code shall remain 2B. The DRB results were approved by the Presiding Officer on November 5, 2025.

Should the Applicant wish to appeal this decision, the Applicant must request a personal appearance before this Board before applying for relief to the Air Force Board for Correction of Military Records (AFBCMR). In accordance with DAFI 36-2603, *Air Force Board for Correction of Military Records*, all Applicants before the AFBCMR must first exhaust available administrative avenues of relief before applying to the AFBCMR, otherwise their AFBCMR case will be administratively closed until such time that the Applicant avails themselves of the available avenue of relief. Therefore, should the Applicant wish to appeal this decision, they must first exercise their right to make a personal appearance before the AFDRB.

Instructions on how to appeal an AFDRB decision can be found at <https://afrbaportal.azurewebsites.us>

If desired, the Applicant can request a list of the Board members and their votes by writing to:

Air Force Review Boards Agency
Attn: Discharge Review Board
3351 Celmers Lane
Joint Base Andrews, MD 20762-6435

Attachment:
Examiner's Brief (Applicant Only)