

1. Applicant's Name: [REDACTED]

- a. **Application Date:** 10 January 2022
- b. **Date Received:** 10 January 2022
- c. **Counsel:** None

2. REQUEST, ISSUES, BOARD TYPE, AND DECISION:**a. Applicant's Requests and Issues:**

(1) The current characterization of service for the period under review is Honorable. The applicant requests a change of the separation code, reentry code, and the narrative reason for separation.

(2) The applicant seeks relief contending their Noncommissioned Officer Evaluation Report (NCOER), for the period 11 February 2014 through 10 February 2015, which flagged them for the Qualitative Management Program (QMP) board in 2014, stated they were out of compliance for height and weight standards for only 60 days out of 365 days, but they were within standards before the end of the rating period, which proved they were able to be within standards. They are asking the Board to please allow them to finish their military service with 20 years by changing their reentry code to RE-1 and remove their separation code JGH so they may enlist the Army Reserves or the Army National Guard.

b. Board Type and Decision: In a records review conducted on 10 September 2025, and by a 3 - 2 vote, the Board voted to grant relief by changing the RE Code to RE-3, allowing the applicant to re-enlist if a waiver is granted. The Board considered the applicant's in-service factors of length, quality, prior HD, multiple combat tours and the applicant was not discharged due to misconduct. Therefore, the Board determined an RE Code change was warranted. The applicant's characterization of service is already Honorable. The Board voted not to change the characterization of service, narrative reason or SPD code as those items are both proper and equitable.

Please see Section 9 of this document for more detail regarding the Board's decision, (Board member names available upon request).

3. DISCHARGE DETAILS:

a. Reason / Authority / Codes / Characterization: Non-Retention on Active Duty / Army Regulation 635-200, Chapter 4 [Paragraph 19-12] / JGH / RE-4 / Honorable

b. Date of Discharge: 1 November 2016

c. Separation Facts: The applicant's case separation file is void from the Army Military Human Resource Record (AMHRR).

4. SERVICE DETAILS:

a. Date / Period of Enlistment: 26 October 2012 / Indefinite

b. Age at Enlistment / Education / GT Score: 34 / Associate's Degree / 94

c. Highest Grade Achieved / MOS / Total Service: E-6 / 15N38, Aircraft Powertrain Repairer / 17 years, 9 months, 25 days

d. Prior Service / Characterizations: NA

e. Overseas Service / Combat Service: Hawaii, SWA / Afghanistan (10 March 2004 – 10 April 2005, 5 May 2009 – 24 April 2010, and 19 September 2011 – 19 September 2012), Iraq (19 September 2006 – 31 October 2007) and Pakistan (13 October 2005 – 13 December 2005)

f. Awards and Decorations: AGM-3CS, ARCOM-6, AAM-3, MUC-3, AGCM-5, NDSM, GWTEM, GWTSM, ICM-2CS, NCOPDR-3, ASR, OSR-5, NATOMDL

g. Performance Ratings:

- February 2005 – January 2006 / Fully Capable
- 1 February 2006 – 31 January 2007 / Fully Capable
- 1 February 2007 – 30 September 2012 / Among the Best
- 1 October 2012 – 13 January 2013 / Fully Capable
- 14 January 2013 – 10 February 2014 / Among the Best
- 11 February 2014 – 10 February 2015 / Marginal
- 11 February 2015 – 10 February 2016 / Highly Qualified
- 11 February 2016 – 1 November 2016 / Not Qualified

h. Disciplinary Action(s) / Evidentiary Record:

(1) A DA Form 2166-8 (NCOER) covering the period 11 February 2014 through 10 February 2015, reflects in –

- Part IV(c) (Physical Fitness & Military Bearing) – “NEEDS IMPROVEMENT (Some)” – Height/Weight 67/234 YES [Pass], failed to maintain Height and Weight standards; was on the overweight program for a total of 60 days
- Part V (Overall Performance and Potential) – MARGINAL
- Part V (e) (Senior Rater Bullet Comments) – in part, do not promote to Sergeant First Class

(2) A DA Form 2166-9-2 (NCOER) covering the period 11 February 2016 through 1 November 2016, reflects in –

- Part IV(b) – Height – 67, Weight – 267, Within Standard NO; - inability to conduct unit physical training due to temporary profile; Soldier has made no minimal gain during the four months enrolled in the overweight program
- Part IV(d) (Presence) – “DID NOT MEET STANDARD” – unable to comply with height and weight standards; [Applicant] is at seven percent over the allowance limit
- Rater Overall Performance – DID NOT MEET STANDARD – “ranks 4 of 4 due solely to [Applicant’s] in ability to meet height and weight standards”
- Part V (Senior Rater Overall Potential) – NOT QUALIFIED

(3) A DD Form 214 (Certificate of Release or Discharge from Active Duty) reflects the applicant was discharged on 1 November 2016, with 17 years, 9 months and 25 days of net active service this period. The DD Form 214 shows in:

- item 24 (Character of Service) – Honorable

- item 26 (Separation Code) – JGH
- item 27 (Reentry Code) – 4
- item 28 (Narrative Reason for Separation) – Non-Retention on Active Duty

i. **Lost Time / Mode of Return:** None

j. **Behavioral Health Condition(s):** None

5. **APPLICANT-PROVIDED EVIDENCE:** None submitted with application

6. **POST SERVICE ACCOMPLISHMENTS:** None submitted with application

7. **STATUTORY, REGULATORY AND POLICY REFERENCE(S):**

a. Title 10, U.S. Code, Section 1553, (Review of Discharge or Dismissal) provides for the creation, composition, and scope of review conducted by a Discharge Review Board(s) within established governing standards. As amended by Sections 521 and 525 of the National Defense Authorization Act for Fiscal Year 2020, Title 10 U.S. Code, Section 1553 provides specific guidance to the Military Boards for Correction of Military/Naval Records and Discharge Review Boards when considering discharge upgrade requests by Veterans claiming Post Traumatic Stress Disorder (PTSD), Traumatic Brain Injury (TBI), sexual trauma, intimate partner violence (IPV), or spousal abuse, as a basis for discharge review. The amended guidance provides that Boards will include, as a voting board member, a physician trained in mental health disorders, a clinical psychologist, or a psychiatrist when the discharge upgrade claim asserts a mental health condition, including PTSD, TBI, sexual trauma, IPV, or spousal abuse, as a basis for the discharge. Further, the guidance provides that Military Boards for Correction of Military/Naval Records and Discharge Review Boards will develop and provide specialized training specific to sexual trauma, IPV, spousal abuse, as well as the various responses of individuals to trauma.

b. Multiple Department of Defense (DoD) Policy Guidance Memoranda published between 2014 and 2018. The documents are commonly referred to by the signatory authorities' last names (2014 Secretary of Defense Guidance [Hagel memo], 2016 Acting Principal Deputy Under Secretary of Defense for Personnel and Readiness [Carson memo], 2017 Official Performing the Duties of the Under Secretary of Defense for Personnel and Readiness [Kurta memo], and 2018 Under Secretary of Defense for Personnel and Readiness [Wilkie memo].

(1) Individually and collectively, these documents provide further clarification to the Military Discharge Review Boards and Boards for Correction of Military/Naval Records when considering requests by Veterans for modification of their discharge due to mental health conditions, including PTSD; TBI; sexual assault; or sexual harassment. Liberal consideration will be given to Veterans petitioning for discharge relief when the application for relief is based in whole or in part on matters relating to mental health conditions, including PTSD; TBI; sexual assault; or sexual harassment. Special consideration will be given to Department of Veterans Affairs (VA) determinations that document a mental health condition, including PTSD; TBI; or sexual assault/harassment potentially contributed to the circumstances resulting in a less than honorable discharge characterization. Special consideration will also be given in cases where a civilian provider confers diagnoses of a mental health condition, including PTSD; TBI; or sexual assault/harassment if the case records contain narratives supporting symptomatology at the time of service or when any other evidence which may reasonably indicate that a mental health condition, including PTSD; TBI; or sexual assault/harassment existed at the time of discharge might have mitigated the misconduct that caused a discharge of lesser characterization.

(2) Conditions documented in the service record that can reasonably be determined to have existed at the time of discharge will be considered to have existed at the time of discharge. In cases in which a mental health condition, including PTSD; TBI; or sexual assault/harassment may be reasonably determined to have existed at the time of discharge, those conditions will be considered potential mitigating factors in the misconduct that caused the characterization of service in question. All Boards will exercise caution in weighing evidence of mitigation in cases in which serious misconduct precipitated a discharge with a less than Honorable characterization of service. Potentially mitigating evidence of the existence of undiagnosed combat related PTSD, PTSD-related conditions due to TBI or sexual assault/harassment as causative factors in the misconduct resulting in discharge will be carefully weighed against the severity of the misconduct. PTSD is not a likely cause of premeditated misconduct. Caution shall be exercised in weighing evidence of mitigation in all cases of misconduct by carefully considering the likely causal relationship of symptoms to the misconduct.

c. Army Regulation 15-180 (Army Discharge Review Board) sets forth the policies and procedures under which the Army Discharge Review Board is authorized to review the character, reason, and authority of any Servicemember discharged from active military service within 15 years of the Servicemember's date of discharge. Additionally, it prescribes actions and composition of the Army Discharge Review Board under Public Law 95-126; Title 10 U.S. Code; Section 1553 and DoD Directive 1332.41 and DoD Instruction 1332.28.

d. Army Regulation 635-200 (Active Duty Enlisted Administrative Separations) dated 19 December 2016 prescribed policies and standards to ensure the readiness and competency of the force while providing for the orderly administrative separation of Soldiers for a variety of reasons. It prescribes the policies, procedures, authority for separation of Soldiers, and the general provisions governing the separation of Soldiers before ETS or fulfillment of active duty obligation to meet the needs of the Army and its Soldiers.

(1) An Honorable discharge is a separation with honor and is appropriate when the quality of the Soldier's service generally has met the standards of acceptable conduct and performance of duty for Army personnel or is otherwise so meritorious that any other characterization would be clearly inappropriate.

(2) A General discharge is a separation from the Army under honorable conditions and is issued to a Soldier whose military record is satisfactory but not sufficiently meritorious to warrant an honorable discharge.

(3) A Under Other Than Honorable Conditions Discharge is an administrative separation from the Service under conditions other than honorable. It may be issued for misconduct, fraudulent entry, security reasons, or in lieu of trial by court-martial.

(4) Chapter 4 (Separation for Expiration of Service Obligation) stated a Soldier will be separated upon expiration of enlistment or fulfillment of service obligation. Soldiers who are precluded from retention for any reason will not be retained beyond the last day of the month in which their ETS falls. Soldiers precluded from re-enlistment for any reason and discharged forfeit retirement eligibility altogether, as re-entry on active duty for the purpose of applying for retirement is not allowed.

(5) Chapter 15 (Secretarial Plenary Authority), currently in effect, provides explicitly for separation under the prerogative of the Secretary of the Army. Secretarial plenary separation authority is exercised sparingly and seldom delegated. Ordinarily, it is used when no other provision of this regulation applies, and early separation is clearly in the Army's best interest. Separations under this paragraph are effective only if approved in writing by the Secretary of the

Army or the Secretary's approved designee as announced in updated memoranda. Secretarial separation authority is normally exercised on a case-by-case basis. Paragraph 4-2p(1) states the regulation prohibits Soldiers from using Hemp or products containing Hemp oil. It also prohibits using the following substances for the purpose of inducing excitement, intoxication, or stupefaction of the central nervous system, to include, controlled substances analogues such as synthetic cannabis and other Tetrahydrocannabinol, substitutes, derivatives of 2-aminopropanal, synthetic cocaine, or any other substance similarly designed to mimic the effects of a controlled substance on the human body without an approved medical use in the United States.

(6) Chapter 19 (Qualitative Management Program(QMP)) provided policies and procedures for voluntary and involuntary separation, for the convenience of the Government of, to include Regular Army NCOs under the QMP. The service of a Soldier discharged under this chapter will be characterized as Honorable. NCOs whose performance, conduct, and/or potential for advancement do not meet Army standards, as determined by the approved recommendations of Headquarters Department of the Army centralized selection boards responsible for QMP screening, will be denied continued service.

(7) Paragraph 19-12 (Involuntary Discharge) stated, except as otherwise provided in this section, Soldiers who choose not to appeal the QMP selection for denial of continued service, or whose appeal is denied, will be involuntarily discharged. Soldiers who elect to appeal but fail, without compelling justification, to submit the appeal within the time prescribed, will also be involuntarily discharged. The provisions of this regulation pertinent to counseling and rehabilitative transfer, notification of separation recommendations, and hearing before an administrative separation board, do not apply to involuntary discharge under this chapter.

e. Army Regulation 635-5-1 (Separation Program Designator (SPD) Codes) provides the specific authorities (regulatory or directive), reasons for separating Soldiers from active duty, and the SPD codes to be entered on the DD Form 214. It identifies the SPD code of "JGH" as the appropriate code to assign enlisted Soldiers who are discharged under the provisions of Army Regulation 635-200, paragraph 19-12, Non-Retention on Active Duty.

f. MILPER Message Number 15-394, Procedures for the Fiscal Year 2016 Qualitative Management Program (QMP), paragraph 8e stipulates:

(1) Voluntary Retirements: Soldiers who elect voluntary retirement, regardless of whether it in lieu of QMP consideration or in lieu of involuntary separation as a result of QMP, will have their DD Form 214 coded with Separation Program Designator (SPD) code "RBD" and Reentry Eligibility code of "RE-4R."

(2) Voluntary Discharge: Soldiers who elect voluntary discharge rather than Retirement will have their DD Form 214 coded with SPD code "KGH" and Reentry Eligibility code "RE-4."

(3) Involuntary Discharge: Soldiers who do nothing and are involuntarily discharged will have their DD Form 214 coded with SPD code "JGH" and reentry Eligibility code "RE-4."

(4) Voluntary REFRAD: AGR Soldiers with 20 years or more of qualifying service for Non-regular retired pay who elect voluntary REFRAD will have their DD Form 214 coded with SPD code "MGH" and reentry eligibility code "RE-4."

g. Army Regulation 601-210 (Regular Army and Reserve Components Enlistment Program) governs eligibility criteria, policies, and procedures for enlistment and processing of persons into the Regular Army, the U.S. Army Reserve, and Army National Guard for enlistment per DoD

Instruction 1304.26. It also prescribes the appointment, reassignment, management, and mobilization of Reserve Officers' Training Corps cadets under the Simultaneous Membership Program. Chapter 4 provides the criteria and procedures for waiverable and nonwaiverable separations. Table 3-1, defines reentry eligibility (RE) codes:

(1) RE-1 Applies to: Person completing his or her term of active service who is considered qualified to reenter the U.S. Army. Eligibility: Qualified for enlistment if all other criteria are met.

(2) RE-3 Applies to: Person who is not considered fully qualified for reentry or continuous service at time of separation, but disqualification is waiverable. Eligibility: Ineligible unless a waiver is granted.

(3) RE-4 Applies to: Person separated from last period of service with a nonwaiverable disqualification. This includes anyone with a DA imposed bar to reenlistment in effect at time of separation or separated for any reason (except length of service retirement) with 18 or more years active Federal service. Eligibility: Ineligible for enlistment.

8. SUMMARY OF FACT(S):

a. The Army Discharge Review Board considers applications for upgrade as instructed by DoD Instruction 1332.28.

b. The applicant's Army Military Human Resource Record indicates someone in the discharge process erroneously entered on the applicant's DD Form 214, item 25, "Army Regulation 635-200, Chapter 4." The evidence of the record reflects the applicant's involuntary separation under the QMP. Soldiers involuntarily separated as the result of a QMP board will be separated under the provisions of Army Regulation 635-200, Chapter 19, paragraph 19-12, non-retention on active duty. The applicant's DD Form 214 indicates they were discharged with a character of service of Honorable for Non-Retention on Active Duty. They completed 17 years, 9 months and 25 days of net active service this period and completed their first full term of service; however, they did not complete their reenlistment obligation.

c. Chapter 19 (Qualitative Management Program(QMP)) provided policies and procedures for voluntary and involuntary separation, for the convenience of the Government of, to include Regular Army NCOs under the QMP. The service of a Soldier discharged under this chapter will be characterized as Honorable. NCOs whose performance, conduct, and/or potential for advancement do not meet Army standards, as determined by the approved recommendations of Headquarters Department of the Army centralized selection boards responsible for QMP screening, will be denied continued service.

d. Published DoD guidance indicates that the guidance is not intended to interfere or impede on the Board's statutory independence. The Board will determine the relative weight of the action that led to the discharge and whether it supports relief or not. In reaching its determination, the Board shall consider the applicant's petition, available records and/or submitted documents in support of the petition.

9. BOARD DISCUSSION AND DETERMINATION:

a. As directed by the 2017 memo signed by A.M. Kurta, the board considered the following factors:

(1) Did the applicant have a condition or experience that may excuse or mitigate the discharge? **No.** The Board's Medical Advisor, reviewed DoD and VA medical records and found no mitigating BH diagnoses on the applicant. The applicant provided no documents or testimony of a condition or experience, that, when applying liberal consideration, could have excused, or mitigated a discharge.

(2) Did the condition exist, or experience occur during military service? **N/A**

(3) Does the condition or experience actually excuse or mitigate the discharge? **N/A**

(4) Does the condition or experience outweigh the discharge? **N/A**

b. Prior Decisions Cited: None

c. Response to Contention(s):

(1) The applicant contends their NCOER, for the period 11 February 2014 through 10 February 2015, which flagged them for the QMP board in 2014, stated they were out of compliance for height and weight standards for only 60 days out of 365 days, but they were within standards before the end of the rating period, which proved they were able to be within standards.

The Board considered the applicant's contention, in-service factors of length, quality, prior HD, multiple combat tours and the applicant was not discharged due to misconduct. The Board voted to change the applicant's RE Code to RE-3 based on their in-service factors.

(2) The applicant contends they are asking the Board to please allow them to finish their military service with 20 years by changing their reentry code to RE-1 and remove their separation code JGH so they may enlist the Army Reserves or the Army National Guard. The Board considered this contention and voted to grant relief by changing the RE Code to RE-3, allowing the applicant to re-enlist if a waiver is granted. The Board determined the narrative reason and SPD code were proper and equitable and voted not to change them.

d. Rationale for Decision:

(1) The Board voted to grant relief by changing the RE Code to RE-3, allowing the applicant to re-enlist if a waiver is granted. The Board considered the applicant's in-service factors of length, quality, prior HD, multiple combat tours and the applicant was not discharged due to misconduct. Therefore, the Board determined an RE Code change was warranted. The Board voted not to change the applicant's characterization of service because it is already an Honorable discharge.

(2) The Board voted not to change the applicant's reason for discharge or accompanying SPD code under the same rationale, as the reason the applicant was discharged was both proper and equitable.

(3) The Board voted to change the reentry code to RE-3.

10. BOARD ACTION DIRECTED:

- a. **Issue a New DD-214 / Separation Order:** No Change
- b. **Change Characterization to:** No Change
- c. **Change Reason / SPD code to:** No Change
- d. **Change RE Code to:** RE-3
- e. **Change Authority to:** No Change

Authenticating Official: No Change

9/28/2025



Legend:

AWOL – Absent Without Leave
AMHRR – Army Military Human
Resource Record
BCD – Bad Conduct Discharge
BH – Behavioral Health
CG – Company Grade Article 15
CID – Criminal Investigation
Division
ELS – Entry Level Status
FG – Field Grade Article 15

GD – General Discharge
HS – High School
HD – Honorable Discharge
IADT – Initial Active Duty Training
MP – Military Police
MST – Military Sexual Trauma
N/A – Not applicable
NCO – Noncommissioned Officer
NIF – Not in File
NOS – Not Otherwise Specified

OAD – Ordered to Active Duty
OBH (I) – Other Behavioral
Health (Issues)
OMPF – Official Military
Personnel File
PTSD – Post-Traumatic Stress
Disorder
RE – Re-entry
SCM – Summary Court Martial
SPCM – Special Court Martial

SPD – Separation Program
Designator
TBI – Traumatic Brain Injury
UNC – Uncharacterized
Discharge
UOTHC – Under Other Than
Honorable Conditions
VA – Department of Veterans
Affairs