

UNITED STATES COAST GUARD DISCHARGE REVIEW BOARD

Docket Number: 2012-056

Discharge Issued

Character: Honorable

Narrative Reason: Unsatisfactory Performance

SPD/RE Code: HHJ / RE4

Authority of Discharge: COMDTINST M1000.6, ART 12.B.9

Date of Separation: 2011-04-14

DRB Decision

Character: No Change

Narrative Reason: No Change

SPD/RE Code: No Change / No Change

New Authority: No Change

Discharge Review Board Discussion and Decision:

DISCUSSION:

The applicant was discharged for Unsatisfactory Performance over an 8-year service period at 5 different units.

The extensive list of performance issues were presented to the applicant upon notification of the command's intent to discharge. In addition to the numerous times being counseled and placed on performance probation, the applicant received 6 evaluations with a Not Recommended for Advancement result, to include the last 4 evaluation periods prior to separation.

The applicant had over 8 years in service which entitles personnel to an Administrative Separation Board. After the applicant spoke to an attorney, the applicant conditionally waived the board in order to receive a more favorable discharge for Unsatisfactory Performance. The applicant was discharged with an Honorable Discharge for Unsatisfactory Performance with an RE4 code. The Board finds no issues with propriety or equity in this case.

Propriety: Discharge was proper.

Equity: Discharge was equitable.

Final Adjudication by Assistant Commandant For Human Resources: No relief

In reviewing discharges, the Board presumes regularity in the conduct of governmental affairs unless there is substantial credible evidence (to include evidence submitted by the Applicant) to rebut the presumption.