

UNITED STATES COAST GUARD DISCHARGE REVIEW BOARD

Docket Number: 2012-060

Discharge Issued

Character: Honorable

Narrative Reason: Convenience of the Government

SPD/RE Code: JFV / RE3G

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

Date of Separation: 2008-04-18

DRB Decision

Character: No Change

Narrative Reason: Condition, Not a Disability

SPD/RE Code: No Change / No Change

New Authority: 12.B.16

Discharge Review Board Discussion and Decision:

DISCUSSION:

The applicant was discharged under the legacy Personnel Manual Article 12-B-12 for Convenience Of The Government due to substandard performance and attention deficit issues.

Soon after graduating from boot camp, the applicant was assigned to a CG cutter. The command assessed the applicant's performance and progress over the first 6 months aboard. The applicant was placed on performance probation after not completing the basic qualifications as a watch stander, river deck seaman and boat crew member. These duties were the standard expectations of all non-rates aboard the vessel. The probation memo listed the specific future dates to become fully qualified. Thereafter, the applicant was formally evaluated each month on the progress to reach the desired performance expectations. 6 consecutive probation evaluations that indicated no improvement. The officer-in-charge referred the applicant to undergo a mental health evaluation to determine if an underlying condition was interfering with performance. The applicant's inept skills had also become a safety concern in the workplace. The applicant was diagnosed with Attention Deficit/Hyperactivity Disorder and Insomnia by a military physician. The applicant was recommended as unsuitable for continued military service due to those conditions.

Upon receiving notification of the discharge, the applicant objected to the discharge and was given an opportunity to speak on their behalf. After two weeks had passed with no mitigating documentation received from the applicant, the discharge recommendation was endorsed at the Sector level stating that nothing had been received from the applicant.

The separation summary on record from EPM shows that the 'Narrative Reason' should read as 'Condition, Not A Disability' vice Convenience Of the Gov't. Per ALCOAST 562/08, the use "Convenience of Government" or "Unsuitability" are not considered as narrative reasons from the Separation Program Designator handbook. Therefore, a separation summary may list the aforementioned Personnel Manual's 12-B12 with Convenience of the Government in the Article/law or Separation Authority, but it is not to be substituted, or used synonymously in block 28 of the DD-214 as the Narrative Reason for Separation.

Propriety: Discharge was proper.

Equity: Discharge was equitable.

Final Adjudication by Assistant Commandant For Human Resources: Partial relief with the Narrative Reason be amended to "Condition, Not A

Disability' in block 28 of the applicant's DD214.

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.