

UNITED STATES COAST GUARD DISCHARGE REVIEW BOARD

Docket Number: 2014-015

**Discharge Issued**

**Character:** Honorable

**Narrative Reason:** Unacceptable Conduct

**SPD/RE Code:** JNC / RE4

**Authority of Discharge:** 12-B-16

**Date of Separation:** 2011-09-26

**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 Unacceptable Conduct due to Inaptitude.

The applicant's final 2 enlisted employee evaluations resulted in Not Recommended for Advancement. The applicant received NJP 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):

D-214 Item Board Decision

Discharge No Change

Authority COMDTINST M1000.6A, Art 12-B-9

Separation Code JHJ

Re-entry Code No Change

Narrative Reason Unsatisfactory Performance

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.

