

UNITED STATES COAST GUARD DISCHARGE REVIEW BOARD

Docket Number: 2015-029

Discharge Issued

Character: Honorable

Narrative Reason: Unsatisfactory Performance

SPD/RE Code: GHJ / RE4

Authority of Discharge: COMDTINST M1000.4 ART.1-C-5

Date of Separation: 2014-01-21

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.

The applicant was afforded an Administrative Separation Board after the command notified the applicant of the intent to discharge. Six months prior to that the applicant had been notified that the unsatisfactory performance must improve; Up-to the discharge effective date, the applicant had received 11 'not recommended for advancement' evaluations (with the last 4 evaluations showing the same lack of performance and behavior problems occurring at each of the 4 different duty assignments along the way). And, prior to the USCG service, the applicant was a member of the USMC for over 4 years.

The Board concludes that the applicant was given many opportunities to follow the standard orders and regulations expected of a mid-level petty officer; And, the applicant was awarded NJP on two occasions to correct his performance and behavior. The applicant was also afforded an investigation on a hostile work environment allegation (all claims unfounded) prior to the formal Administrative Separation Board.

The Board finds no issues with propriety or equity in this case. The applicant has not presented any new evidence or error for relief on the discharge issued.

RECOMMENDATION: The Board members thoroughly reviewed the applicant's record of service and all available documentation. The Board deemed that the applicant's character of service, reason for separation, and reenlistment code are appropriate and should not be changed. The applicant has not substantiated any error or inequity.

Propriety: Discharge was proper.

Equity: Discharge was equitable.

Board Conclusion: The Board voted 5-0 to recommend 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.