

## GOOD ORDER AND DISCIPLINE

First Quarter, Fiscal Year 2025

This publishes to the Coast Guard community a summary of disciplinary and administrative actions taken when Coast Guard military members or civilian employees failed to uphold the high ethical, moral, and professional standards we share as members of the Coast Guard. Even though the military and civilian systems are separate, with different procedures and purposes, the underlying values remain the same. Actions from both systems are included to inform the Coast Guard community of administrative and criminal enforcement actions. Leaders throughout the Coast Guard are encouraged to share this message with their unit and discuss.

This document contains brief descriptions of offenses committed and actions taken through Coast Guard general, special, and summary courts-martial, as well as selected military and civilian administrative and disciplinary actions taken service-wide during the first quarter of Fiscal Year 2025 (October, November, and December of calendar year 2024). General and special courts-martial findings of guilt are criminal convictions; other disciplinary actions are non-judicial or administrative in nature. The “Articles” referenced throughout this report are offenses defined in the Uniform Code of Military Justice (UCMJ), codified at 10 U.S.C. §§ 801, et seq. When appropriate, actions taken because of civil rights complaints are also described. Details of the circumstances surrounding most actions are limited to keep this summary to a manageable length and to protect privacy rights. Direct comparison of cases should not be made because of the many variables involved in arriving at the resulting action. The circumstances surrounding each case are different, and disciplinary or remedial action taken is dependent upon the facts and degrees of extenuation and mitigation. Note that separation or other administrative action may be pending.

Note: A court-martial sentence may be accompanied by other administrative action. A case falling under more than one of the categories below has been listed only once and placed under the category considered most severe in its consequences unless otherwise noted. Cases may also be reflected in one Good Order and Discipline (GOAD) report for action taken during that period and then on a future GOAD report for additional action.

### **I. Military Justice, Non-Judicial Punishment (NJP) under Article 15, UCMJ, and other administrative actions**

The following data is broken out by demographics: commissioned officers and cadets, senior enlisted, junior enlisted, and reserve. A case falling under more than one of the categories below has been listed only once and placed under the category considered most severe in its consequences, unless otherwise noted. Additional information for all general and special courts-martial resulting in convictions can be found at: [Coast Guard Court Filings & Records — \(navy.mil\)](https://www.navy.mil/Press-Info/Record-Management/Pages/Coast-Guard-Court-Filings-&-Records.aspx) and specific links are included below where available (case-specific links work in a web browser, but not in Adobe). If no specific

link follows, case information may not yet be posted but may be found at the above link once available.

#### **A. Commissioned Officers and Cadets**

a. **Courts-martial:** None to report.

b. **Military Administrative Action:**

1) After selection to Commander by the 2024 Promotion Year (PY24) Commander Selection Board, an O-4 was found in violation of Article 133 (Conduct Unbecoming an Officer) and Article 134 (Disorderly Conduct, drunkenness) and awarded an alcohol incident for becoming highly intoxicated and generally causing a scene while at a public establishment. CG PSC (opm) referred the case to a Promotion Removal Board, to make a recommendation to the Commandant, and subsequently the Secretary of Homeland Security, regarding whether the member should remain on the list of selectees for promotion. The Board recommended that the selection for promotion to O-5 be permanently removed. This recommendation was forwarded by the Commandant and approved by the Secretary, resulting in the officer being permanently removed from the PY24 Commander Selection List.

c. **Relief for Cause/Removal from Primary Duties:** None to report.

d. **Non-Judicial Punishment (NJP):** NJP was imposed twice, for four specifications of UCMJ offenses. The standard of proof to find a member guilty at NJP is a preponderance of the evidence, meaning the commanding officer determines it is “more likely than not” the member committed an offense defined in the UCMJ. The following describe the awards of NJP to commissioned officers in the first quarter of FY25:

- 1) An O1E received NJP for violation of Article 133 (conduct unbecoming an officer), after he engaged in a sexual conversation with a DCO classmate, which seriously compromised his standing as an officer. The member was awarded seven days of restriction (suspended for six months).
- 2) A CWO4 received NJP for violation of Article 86 (unauthorized absence from his place of duty for 3 days or less), Article 92 (failing to obey a lawful order), and Article 107 (making a false official statement) after he failed to report to his place of duty for a urinalysis collection and lied to his Chain of Command by saying that he was at a medical appointment when he was not. The member was awarded a Letter of Reprimand.

#### **B. Senior Enlisted**

a. **Courts-martial:** None to report.

b. **Military Administrative Action:** None to report.

c. **Relief for Cause:**

- 1) An E-9 serving as the Sector Command Senior Enlisted Leader (CSEL) was relieved for loss of confidence in his judgment, unsatisfactory performance and failure to take action after witnessing harassing behavior on board the Sector. The E-9 failed to take timely and appropriate action to support the mental wellbeing of a member of the command cadre who was experiencing severe mental health distress due to a hostile work environment. The E-9 witnessed the harassing behavior and failed to challenge, advise or counsel the Sector CO regarding the hostile workplace climate. Additionally, the E-9 disregarded his duties through a lack of crew engagement, failure to act as an advocate for the welfare and morale of enlisted members, and inaction in visiting and interacting with Sector subordinate units.
- 2) An E-7 was relieved of his duties as XPO, and at NJP was awarded forfeiture of \$2,820.00 for two months (suspended for six months). The member received NJP after a finding that he failed to obey a general order or regulation in violation of Article 92, with respect to service policy regarding unprofessional relationships. The E-7 was aware of an unacceptable relationship (based on the unit's type and size) between two of the unit's junior members and, as a member of the unit's command cadre, he failed to take appropriate action to report it. The E-7 also attempted to influence members of the crew during the investigation.

d. **Non-Judicial Punishment:** NJP was imposed a total of four times (*see* Section I.B.c.2, above for one instance), under three specifications of UCMJ offenses. The standard of proof to find a member guilty at NJP is a preponderance of the evidence, meaning the commanding officer determines it is "more likely than not" the member committed an offense defined in the UCMJ.

- 1) An E-8 received NJP after he was found to have engaged in drunk and disorderly conduct in violation of Article 134. Multiple attendees at a festival reported they observed the member was drunk and disruptive. The E-8 was awarded forfeiture of \$2,972.25 from his pay for one month.
- 2) An E-7 received NJP after he was found to have engaged in drunk and disorderly conduct in violation of Article 134. During a port call, he was drinking to excess, became intoxicated, and harassed a junior member by asking the member to dance while at a bar in an aggressive and sexually suggestive manner that made them uncomfortable. This incident followed a series of escalating events where the E-7 made intimate and sexually suggestive comments to two junior officers. In one instance, during a recreational crew event when members of the crew were measuring one another's height in hot dogs, the E-7 joked that a bartender should serve one of the junior officers "whatever will knock [them] out so we can

measure [them] with wieners.” The E-7 was awarded forfeiture of \$839.00 for one month and 12 days of restriction.

- 3) An E-7 received NJP after he was found to have engaged in drunk and disorderly conduct in violation of Article 134 and assault in violation of Article 128. During a port call, he became intoxicated and placed his hands on another crew member. The E-7 was awarded thirty days’ restriction and forfeiture of a half-month’s pay for two months (suspended for six months).

### **C. Junior Enlisted**

#### **a. Courts-martial:** Five junior enlisted members were court-martialed.

- 1) An E-6 pled guilty at a general court-martial to violations of Article 128b (domestic violence in the form of assault by pointing a loaded shotgun at his spouse), Article 134 (negligently discharging a firearm), and Article 115 (communicating threats). The military judge sentenced the member to 211 days of confinement (time served in pretrial confinement as of the date of sentencing), reduction in rank to E-1, and a bad conduct discharge. The court records are posted [here](#). (Case-specific links work in a web browser, but not in Adobe.)
- 2) An E-4 pled guilty at a special court-martial to violations of Article 128b (domestic violence) and Article 92 (violation of a lawful order, specifically, a military protective order). The military judge sentenced the member to 20 days of confinement and reduction in rank to E-1. Pursuant to the plea agreement, the member agreed to be separated with an Other Than Honorable (OTH) characterization without the opportunity to appear before an administrative separation board. (Members may be entitled to appear before a board if they receive notice they may receive an OTH characterization of service.) The court records are posted [here](#). (Case-specific links work in a web browser, but not in Adobe.)
- 3) An E-4 pled guilty at a general court-martial to violations of Article 128b (domestic violence), 119b (child endangerment by culpable negligence resulting in harm), and 134 (violation of federal law by possessing a firearm despite knowing he was a prohibited person as defined by 18 U.S.C. Section 922(g)(8)). The military judge sentenced the member to 180 days of confinement, reduction in rank to E-1, and a bad conduct discharge. The court records are posted [here](#). (Case-specific links work in a web browser, but not in Adobe.)
- 4) An E-4 pled guilty at a special court-martial to violations of Article 112a (use of marijuana) and Article 80 (attempting to violate a military no-contact order). The military judge sentenced the member to reduction in rank to E-1. Pursuant to the plea agreement, the member agreed to be separated with an Other Than Honorable (OTH) characterization without the opportunity to appear before an administrative separation board. The court records are posted [here](#). (Case-specific links work in a web browser, but not in Adobe.)

- 5) An E-4 pled guilty at a special court-martial to violation of Article 128 (assault consummated by a battery). The military judge sentenced the member to reduction in rank to E-1. Pursuant to the plea agreement, the member agreed to be separated with an Other Than Honorable (OTH) characterization without the opportunity to appear before an administrative separation board. The court records are posted [here](#). (Case-specific links work in a web browser, but not in Adobe.)
- b. **Military Administrative Action:** Forty-five junior enlisted members received involuntary administrative discharges and three members retired in lieu of discharge. No junior enlisted members appeared before an administrative separation board this quarter. Members may be entitled to appear before a board because either they have over eight years of service or their notice of processing for separation includes the possibility of discharge with an Other than Honorable (OTH) characterization of service.
- (1) Three members requested and were approved to retire in lieu of being involuntarily discharged:
    - a. An E-6 received an alcohol incident when his abuse of alcohol was determined to be a significant and/or causative factor in a motorcycle incident. He consumed alcohol prior to reporting for duty and performed official Coast Guard duties in uniform while under the influence of alcohol, a direct violation of Articles 112 and 113. Upon leaving the base for his lunch break, he was involved in a single-motorcycle incident that resulted in receiving a citation for reckless driving and failing to operate a vehicle under control, and the member was transported to the hospital for advanced medical attention. Blood alcohol concentration (BAC) testing revealed a 0.227 BAC. The member retired in lieu of administrative discharge with an honorable characterization of service.
    - b. An E-6 was found to have engaged in conduct which constitutes harassing behavior, after he repeatedly targeted, undermined, and belittled a subordinate over the course of seven months. This conduct was pervasive, created a hostile work environment, and led to unit-wide doubts regarding the leadership at the unit. Other crew members observed that the E-6's treatment of this one subordinate was markedly different from how he treated the rest of the crew. The E-6 was approved to retire in lieu of administrative discharge with an under honorable conditions (General) characterization of service.
    - c. An E-6 was found to have engaged in conduct which constitutes harassing behavior, after he struck another member in the head/face area, repeatedly pulled the hair bun of another member, shared sexually explicit images and stories with other members, and engaged in verbally abusive conduct towards other members including screaming/yelling, derogatory names, nicknames, and explicit language. This conduct was not only unwelcome

but had the effect of creating a toxic and hostile working environment for other crew members. He was reduced to paygrade E-5 at NJP and retired in lieu of administrative discharge with an honorable characterization of service.

- (2) Fifteen members were discharged for involvement with drugs related to the following substances:
  - a. Four for cocaine;
  - b. One for Adderall;
  - c. 10 for marijuana.
  
- (3) Five discharges were for a pattern of misconduct. Under COMDTINST 1000.4A, Military Separations, a member may be separated due to a pattern of misconduct when that member has two or more NJPs, courts-martial, or civilian convictions (or a combination thereof) in a two-year period. The following are instances in which members were separated for engaging in a pattern of misconduct:
  - a. An E-4 was awarded NJP three times within a four-year period. At the first NJP, he was found to be in violation of Article 92 (failure to obey an order or regulation, for consuming alcohol in his barracks while attending "A" school). At the second NJP, he was found to be in violation of Article 121 (wrongful appropriation, for being in the possession of another crew member's clothing and personal items without consent). At the third NJP, he was found to be in violation of Article 121 (larceny of property valued at approximately \$200), and Article 134 (conduct discrediting the Armed Services, because local law enforcement linked the theft to the Coast Guard and called the unit to confirm). He was discharged with an honorable characterization of service.
  
  - b. An E-4 was awarded NJP three times within a four-year period. At the first NJP, she was found to be in violation of Article 92 (failure to obey an order or regulation, for purchasing and consuming alcohol while being under the age of 21 years old). At the second NJP, based on returning to the cutter hours overdue and still impaired during a port call, she was found to be in violation of Article 86 (absent without leave), Article 112(b) (incapacitation for duty from drunkenness), Article 92 (failure to obey an order or regulation, for reporting to duty under residual effects of alcohol), and Article 134 (conduct prejudicial to good order and discipline in the Armed Forces). At the third NJP, she was found to be in violation of Article 92 (failure to obey an order or regulation, for engaging in a romantic relationship with a fellow crew member). She was discharged with an under honorable conditions (General) characterization of service.
  
  - c. An E-3 was awarded NJP twice within a 12-month period. At the first NJP, he was found to be in violation of Article 91 (insubordinate conduct towards a warrant officer, noncommissioned officer, or petty officer) and

Article 134 (indecent language, for sending inappropriate text messages of a sexual nature to a fellow crew member). At the second NJP, he was found to be in violation of Article 92 (dereliction in the performance of duties) and Article 112 (drunkenness on duty, for being too drunk to report for duty). He was discharged with an honorable characterization of service.

- d. An E-3 was awarded NJP two times within a two-month period. At the first NJP, he was found to be in violation of Article 86 (failure to go to his place of duty, for failing to report to “C” school). At the second NJP, he was found to be in violation of Article 86 (failure to go to his place of duty, for being one hour late to watch). He was discharged with an honorable characterization of service.
- e. An E-3 was awarded NJP two times within a two-month period. At the first NJP, he was found to be in violation of Article 91 (insubordinate conduct, when he was instructed to assist with cleanups and replied to a higher-ranking petty officer by saying, “I don’t have to listen to you” and proceeded to continue playing on his phone), Article 92 (failure to obey an order or regulation), and Article 134 (for failing to report to watch and not being truthful with his supervising petty officer when he was confronted). At the second NJP, he was found to be in violation of Article 86 (absent without leave, for leaving his cutter and base without the consent of the Officer of the Day) and Article 107 (false official statement, for lying to the Officer of the Day twice when questioned, stating he had not left the base). He was discharged with an under honorable conditions (General) characterization of service.

(4) 25 discharges were for Commission of a Serious Offense (COSO).

- a. An E-5 was involved in a serious boating incident in which he was operating a vessel while intoxicated and struck a person in the water, causing a head injury that required air transport for medical care. Local prosecutors charged him with boating under the influence and causing serious bodily injury, a felony, and reckless operation of a vessel, a misdemeanor. While the state case progressed, he was discharged with an under honorable conditions (General) characterization of service.
- b. An E-5 was arrested on criminal charges for willful cruelty and injury of his two-month-old child. The child required immediate emergency medical attention, having suffered from a seizure, two brain bleeds, and marks/bruising on both sides of their face, left abdomen, and right knee. Local prosecutors charged the member with willful cruelty to a child with injury, a felony. Prior to trial, he was discharged with an under honorable conditions (General) characterization of service.

- c. An E-5 was found by a preponderance of the evidence to have sexually harassed a member junior to him and new to the Coast Guard. He engaged in a pattern of conduct over the course of at least five months romantically pursuing a shipmate assigned to the same afloat unit; such a relationship would have violated Discipline and Conduct, COMDTINST M1600.2. During two port calls, the aggressive pursuit escalated during multiple in-person encounters and rejections, and included sexually abusive contact (Article 120, UCMJ) and assault (Article 128). After the encounters, the junior member appeared visibly upset on the bridge during work, and their performance and marks suffered—this was later attributed to the sexually harassing behavior. Special Trial Counsel exercised authority over the alleged covered offenses, but deferred prosecution based in part on the evidence and the junior member's preference for administrative action rather than court-martial. The E-5 waived his right to appear before an administrative separation board on the condition that he receive a general discharge or more favorable characterization. He was discharged with an under honorable conditions (General) characterization of service.
- d. An E-5 received his second alcohol incident when his abuse of alcohol was determined to be a causative factor of his being under the influence while on duty and within 12 hours of the cutter entering an Alpha status (prepared to immediately respond to operational tasking). The unit's boarding officer conducted a breathalyzer examination, and the member's BAC was 0.161%. The consumption of alcohol affected his ability to perform assigned duties while actively on a break-in duty rotation and within 12 hours of the cutter getting underway. He was discharged with an under honorable conditions (General) characterization of service.
- e. An E-5 failed to maintain the minimum standards of conduct expected of Coast Guard members. He admitted to taking advantage of a sleeping, heavily intoxicated ex-girlfriend and sexually assaulting her. He was arrested and subsequently charged in civilian court with three counts of sexual assault (for penetration without consent and penetration of an incapacitated victim). He unconditionally waived his rights to an administrative separation board and was discharged with an other than honorable characterization of service.
- f. An E-5 engaged in harassing behavior that created an intimidating and hostile work environment across a period of at least one year, including during a period of performance probation, and engaged in disrespectful behavior towards superior petty officers. Specifically, the E-5 engaged in erratic angry outbursts involving standing over other members and yelling and cursing at them, as well as slamming office doors so hard there was damage to doors and walls. His behavior created a hostile environment and made other members feel unsafe. He was discharged with an under honorable conditions (General) characterization of service.

- g. An E-5 was involved in a collision while operating a motor vehicle under the influence of alcohol. Additionally, a civilian involved in the incident sustained a severe head injury requiring emergency medical evacuation via helicopter for higher-level care. Civilian authorities arrested the member at the scene and charged him with a felony for driving under the influence (DUI). He was discharged with an under honorable conditions (General) characterization of service.
- h. An E-5 drove a car while intoxicated, leading him to veer off the road and crash into the trees. Additionally, he left the scene of the collision and attempted to contact a shipmate, seeking help to cover up the incident. The member did not inform his command directly; instead, an EMT who arrived at the scene reported the incident to the member's command. The E-5 was discharged with an under honorable conditions (General) characterization of service.
- i. An E-4 engaged in conduct which constitutes harassing behavior. On numerous occasions he made unwelcome comments that had the effect of unreasonably creating an offensive environment and were contrary to the Coast Guard Core Values. These comments include asking another member what her favorite sex position is while alone with her in a government vehicle, as well as the use of a racial slur, making antisemitic comments, and making anti-LGBTQ+ comments, while on the watch floor. He was discharged with an under honorable conditions (General) characterization of service.
- j. An E-4 was found to be in violation of Article 107 (false official statement, for lying about being on approved leave and attending medical appointments), Article 86 (absence without leave, for a pattern of 19 unauthorized absences), and Article 83 (fraudulent enlistment, for failing to disclose disqualifying medical conditions prior to his accession into the Coast Guard). He also showed a pattern of failure to pay just debts. He was discharged with an under honorable conditions (General) characterization of service.
- k. An E-4 was found to be in violation of Article 107 (false official statement, for lying about performing maintenance tasks, and signing maintenance procedure cards affirming his work, when in fact he did not perform such tasks, an offense colloquially referred to as "gun decking"). He was discharged with an honorable characterization of service.
- l. An E-4 received an alcohol incident when he was pulled over while operating a vehicle and subsequently failed a field sobriety test and refused a breathalyzer test. He was discharged with an honorable characterization of service.

- m. An E-4 was pulled over by local police for multiple traffic violations after leaving a bar and driving a vehicle. He failed a field sobriety test and was subsequently placed under arrest for driving under the influence. His BAC was 0.165%, double the legal limit. He was discharged with an honorable characterization of service.
- n. An E-3 falsified official medical documentation, failed to obey the orders of his superior officers, and lied about attending medical appointments. To evade a weekend commissioning ceremony, he lied to his supervisor and produced falsified documentation of medical appointments: the documentation was inconsistent with the format used by the medical facility and the counselor he listed did not exist. He admitted to obtaining the medical facility's letterhead via an internet search and creating the "doctor's note." He was discharged with an under honorable conditions (General) characterization of service.
- o. An E-3 was arrested for reckless driving and willful disregard for the safety of persons and property, failure to control vehicle speed on the highway to avoid collision, and driving a motor vehicle while under the influence of alcohol. He was discharged with an honorable characterization of service.
- p. An E-3 engaged in conduct which constitutes harassing behavior, targeting the LGBT community and the Asian community, which offended shipmates and disrupted his unit. Specifically, over the course of one month he repeatedly set his phone ringtone to make racist comments in an offensive accent and placed multiple offensive and sexually explicit bumper stickers on his vehicle. He was also found to be in violation of Article 120 (abusive sexual contact, for touching, through the clothing, the victim's breast and vulva with his hand, with an intent to gratify his sexual desire). Civilian authorities prosecuted him for the latter offense, where he pled "no contest" to aggravated assault and was sentenced to 365 days' confinement. He was discharged with an under honorable conditions (General) characterization of service.
- q. An E-3 was found to be in violation of Article 107 (false official statement, for lying on multiple occasions by falsely claiming that his grandfather had died), Article 87 (missing movement, for missing 14 days of underway time on board his cutter and later admitting to offering false reasons in order to remain ashore during the underway period), Article 86 (absence without leave, for failing to go to his appointed place of duty), and Article 134 (for carrying a personal firearm on federal property). He was discharged with an under honorable conditions (General) characterization of service.
- r. An E-3 was separated after violating Article 128b (domestic violence against his spouse, using force and causing bodily harm on multiple

occasions). Before separation the member was taken to mast and was awarded NJP for violation of Article 92(3) (dereliction of duty as described in the Military Substance Abuse and Behavioral Addiction Program, COMDINST 1000.10, for underage drinking), Article 115 (wrongful threats communicated to his spouse), Article 128b, and Article 134 (drunk and disorderly conduct, for physically and emotionally abusing his spouse while intoxicated in public places requiring intervention by civil authorities, which was conduct of a nature to bring discredit on the armed forces). The Office of the Chief Prosecutor of the Coast Guard had exercised authority over the case because domestic violence is a covered offense, but deferred prosecution because the complaining witness (the accuser) declined to participate in a court-martial. The E-3 was discharged with an under honorable conditions (General) characterization of service.

- s. An E-3 was found to be in violation of Article 121 (larceny and wrongful appropriation) when he took a cutter's rental car (which qualifies as a government vehicle ["GV"]) without authorization and drove out into town to "meet up with a girl." During the course of the night, he picked up a female civilian, crashed the GV causing nearly \$5,000 in damage, and left the scene of the collision despite explicit direction from his supervisor to stay in place until the supervisor arrived. The E-3's speech was slurred and he smelled of alcohol after the crash, but he told a supervisor he had "taken a few sips" of the civilian woman's alcoholic beverage after the crash. On a separate occasion he received an alcohol incident when he was observed by the Officer of the Day (OOD) urinating on the deck of the cutter's berthing area. He was unresponsive to questions, visibly swaying, and believed to be intoxicated. The following day, he denied the incident and accused the OOD of making it up. On a third occasion the E-3 violated Article 112 (incapacitation for duty from drunkenness, when he spent the workday in his rack sleeping off the residual effects of alcohol). He was discharged with an under honorable conditions (General) characterization of service.
- t. An E-3 received an alcohol incident when his abuse of alcohol was determined to be a significant and/or causative factor when he drove his vehicle through a red traffic light, which resulted in a multi-vehicle collision. He was transferred to a local emergency room to receive care, where his BAC was determined to be 0.15%. He was discharged with an under honorable conditions (General) characterization of service.
- u. An E-2 committed harassing behavior when he made bullying remarks towards a fellow crew member by telling them that he was "the boss" of the fellow crew member and referring to the other crew member as "shitbag." These actions contributed to a hostile work environment, leading the other crew member to feel uncomfortable and anxious about attending work and fulfilling responsibilities. This was the second substantiated instance of documented harassment by the E-2 in less than

one year. He was discharged with an under honorable conditions (General) characterization of service.

- v. An E-2 was found to be in violation of Article 92 (failure to obey an order or regulation, for engaging in operation of a motorcycle while on a limited duty status during which time he was prohibited from operating a motor vehicle). Additionally, he did not wear the proper personal protective equipment, as he lacked proper footwear and a long sleeve shirt or jacket. He was found to be in violation of Article 114 (reckless endangerment). Given his medical limitations and self-proclaimed reports of passing out five to ten times daily, the facts showed he purposefully placed himself and the public in grave danger through his actions. He was discharged with an under honorable conditions (General) characterization of service.
- w. An E-2 was found to be in violation of Article 86 (absent without leave), Article 92 (failure to obey an order or regulation), and Article 95 (offenses of a sentinel or lookout). He repeatedly reported late for duty and fell asleep on watch. In addition to these offenses, he admitted to lying about not following the rules when he knew that he should and to repeatedly failing to perform simple tasks. He was discharged with an under honorable conditions (General) characterization of service.
- x. An E-2 was arrested by civilian authorities for driving under the influence with a BAC of 0.15%. He delayed reporting the arrest to his command for one-and-a-half months, until his command was informed of his second arrest when he was detained by the local police department for burglary, theft, and criminal misconduct. This was a second instance within two months when alcohol was a contributing factor to the member's poor decision-making, resulting in two alcohol incidents. He was discharged with an under honorable conditions (General) characterization of service.
- y. An E-1 committed two violations of Article 92 (failure to obey an order or regulation: once when he committed a hate incident by writing a racial slur on his unit's mess deck whiteboard, and a second time when he failed to perform morning colors and a security round while serving as the inport Officer of the Day). He was also found to be in violation of Article 107 (false official statement, for falsifying entries in his unit's machinery log and round sheet). He was discharged with an under honorable conditions (General) characterization of service.

**c. Relief for Cause:**

- 1) An E-6 assigned as Engineer Petty Officer of a small boat station was relieved of primary duties for loss of confidence based on unsatisfactory performance. He failed to pass the physical fitness test resulting in de-certification as boat crew member and engineer. The member also demonstrated a substandard level of technical rating knowledge, poor leadership, and an inability to accept feedback

and make needed changes. Additionally, he failed to develop subordinates leading to degradation in long term readiness of the unit.

- d. **Non-Judicial Punishment:** NJP was imposed a total of 48 times, under 10 specifications covering a wide range of UCMJ offenses. The total sum of punishments included 33 reductions in paygrade, 722 days of restriction, \$22,672 in forfeitures of pay, and 886 days of extra duty. The standard of proof to find a member guilty at NJP is a preponderance of the evidence, meaning the commanding officer determines it is “more likely than not” the member committed an offense defined in the UCMJ. The following are examples of the three most frequent offenses charged at NJP in the first quarter of FY25:

1) Examples of violations of Article 86 (absence without leave):

- a. After a series of disciplinary and performance issues, an E-5 received NJP for violation of Article 86 (unauthorized absence from place of duty for three days or less) when he failed to report to his appointed place of duty at the prescribed time. The E-5 did not communicate with his unit until a member arrived at his home for a wellness check. The E-5 was awarded 10 days of restriction (five of which were suspended for six months) and 10 days of extra duty (five of which were suspended for six months).
- b. An E-3 received NJP for violation of Article 86 (unauthorized absence from place of duty for three days or less) and Article 107 (making a false official statement). Without approved leave, he traveled 489 miles away from his assigned “A” school after having an out-of-bounds request denied. When questioned about his whereabouts, the E-3 lied about his location. The E-3 was awarded a Letter of Reprimand, 10 days’ restriction, six days of extra duty, and he was disenrolled from “A” school. The E-3 was also awarded a reduction in rate to E-2, which was suspended for six months.
- c. An E-3 received NJP for violation of Article 86 (unauthorized absence from place of duty for three days or less) after he failed to report to his appointed place of duty at the prescribed time. The member had been given verbal and written counseling at least twice previously over the preceding eight months based on repeated failures to report on time for duty and failure to notify a supervisor. The member had also been counseled with respect to professionalism and military customs and courtesies. The E-3 was awarded 10 days of restriction and 14 days of extra duty.

2) Examples of violations of Article 92 (orders violations):

- a. An E-6 received NJP for violating Article 92 (failure to obey a lawful general order or regulation), Article 128 (simple assault), and Article 134 (drunk and disorderly conduct). The E-6, while at a bar, engaged in a physical altercation with another crew member, including slapping the crew member. Once back on board the cutter, he exchanged words with and intimidated the other crew member. The E-6 was awarded a Letter of Admonition, 35 days' restriction, and a reduction in rate to E-5.
- b. An E-5 received NJP for violating Article 92 (failure to obey a lawful general order or regulation), Article 92 (willful dereliction of duty), and Article 112 (incapacitation for duty from drunkenness). She drank alcohol to the point of intoxication during a B-6 recall status, which was a violation of a direct order. The E-5 was awarded seven days' restriction, seven days' extra duty, and a reduction in rate to E-4. The reduction in rate was suspended for six months.
- c. An E-4 received NJP for violating Article 92 (failure to obey a lawful general order or regulation). While intoxicated, he engaged in sexual intercourse with a fellow crew member, knowingly violating the interpersonal relationship policy in COMDTINST M1600.2. The E-4 was awarded a Letter of Admonition, 45 days of restriction (15 of which were suspended for six months), 45 days of extra duty (15 of which were suspended for six months), and a reduction in rate to E-3 (suspended for six months).

3) Examples of violations of Article 107 (making false official statements):

- a. An E-6 received NJP for violating Article 107 (making a false official statement), Article 112 (drunk on duty), and Article 113 (drunk driving without personal injury). The E-6 operated a vehicle and reported to work while under the influence of alcohol. When questioned by his command and medical personnel, he was dishonest about his excessive alcohol use. He was awarded 10 days of extra duty (suspended for three months), forfeiture of a quarter-month's pay for two months (suspended for six months), and a reduction in rate to E-5.
- b. An E-6 received NJP for violating Article 107 (signing a false official statement) and Article 112a (wrongful use of a Schedule I, II, or III drug). After she denied the use of illicit drugs on an SF86, the member tested positive on a hair follicle drug test for THC (indicating that she used marijuana). The E-6 was awarded 10 days' extra duty (suspended for six months), forfeiture of half-a-month's pay for two months (suspended for six months), and reduction in rate to E-5. The member was involuntarily separated in a later quarter with an under honorable conditions (General) characterization of service.

- c. An E-3 was found to have violated Article 92 (failure to obey a lawful general order or regulation) and Article 107 (making a false official statement) after it was discovered that he drank alcohol to excess in violation of policy and then lied to an investigating officer about the incident. The E-3 was awarded 14 days' extra duty (seven of which were suspended for six months) and reduction in rank to E-3 (suspended for six months).

#### **D. Reserve Personnel**

- a. **Reserve Officer Disciplinary/Administrative Action:** None to report.
- b. **Relief for Cause/Removal from Primary Duties:** None to report.
- c. **Reserve Senior Enlisted Disciplinary/Administrative Action:** None to report.
- d. **Reserve Junior Enlisted Disciplinary/Administrative Action:**
  - 1) An E-4 violated Article 128 (aggravated assault). The member was arrested and prosecuted by civilian authorities for domestic violence against his domestic partner. The member was discharged on the basis of Commission of a Serious Offense (COSO) with an under honorable conditions (General) characterization of service.
- e. **Non-Judicial Punishment:** NJP was imposed a total of two times, under four specifications of UCMJ offenses. The standard of proof to find a member guilty at NJP is a preponderance of the evidence, meaning the commanding officer determines it is "more likely than not" the member committed an offense defined in the UCMJ.
  - 1) An E-6 was found to have violated Article 89 (disrespect toward a superior commissioned officer), Article 92 (failure to obey an order or regulation), and Article 134 (general article) after it was found that he made crude and indecent comments about his past sex life, referencing his own genitalia. He also made exceptionally inappropriate sexual comments which were disrespectful in nature, targeting both the Executive Officer and his Division Officer. The E-6 was awarded 45 days of extra duty, forfeiture of half of one month's pay, and reduction in rate to E-5.
  - 2) An E-6 was found to have violated Article 86 (absence without leave). The member was slated to report for duty at 0730 and showed up approximately five hours late without notifying anyone in his chain of command of his whereabouts or the reason for his absence. The member was awarded a reduction in rank to E-5 (suspended for six months).
- f. **Special Convictions/Line of Duty Determinations:** None to report.

## **II. Civilian Personnel: Disciplinary/Administrative Actions**

- a. Below is a summary of the 13 discipline/adverse actions taken involving civilian Coast Guard employees in the first quarter of Fiscal Year 2025. The purpose of taking such administrative action is to correct unacceptable behavior in order to maintain an orderly and productive work environment. The circumstances surrounding each case are different and the action taken depends on the particular facts of the individual case, including mitigating and aggravating factors. The cases below should not be directly compared to one another due to the many variables involved. Details are limited in this report to protect individual privacy.
- 1) A GS-13 (General Schedule) was terminated during his probationary period for failing to meet the performance expectations of his position.
  - 2) A GS-12 was reprimanded for failure to follow instructions. Specifically, this employee was instructed to conduct a unit visit and refused to do so.
  - 3) A GS-11 was reprimanded for failure to follow instructions. Specifically, this employee was instructed to complete warehouse checks and respond to several inquiries, which he failed to execute.
  - 4) A GS-11 was reprimanded for unprofessional conduct. Specifically, this employee responded to a colleague's question by yelling, "what do you want?" This employee also ignored his colleague's response and continued working instead of providing the requested guidance, which his duties required him to provide.
  - 5) A GS-11 was reprimanded for failure to follow leave procedures and being AWOL. Specifically, this employee failed to contact his supervisor prior to arriving after his scheduled start time.
  - 6) A GS-09 was reprimanded for being tardy on several dates and failing to contact his supervisor to request unscheduled leave.
  - 7) A GS-07 was terminated during probation for failing to meet the performance expectations of his position.
  - 8) A WL-09 (Wage Leader) was reprimanded for sending several unprofessional text messages to colleagues containing sexual references.
  - 9) A WG-10 (Wage Grade) was reprimanded for being Absent Without Leave (AWOL) for eight hours and tardy on multiple occasions.
  - 10) A WG-10 was reprimanded for unprofessional conduct after engaging in a verbal confrontation with his supervisor. Specifically, this employee challenged his supervisor's instructions to complete a work order by yelling to express his discontent, which was heard by other employees.

- 11) A WG-10 was reprimanded for failure to follow instructions. Specifically, this employee was instructed to report to his assignment on board a vessel but was found outside of the ship sitting down.
- 12) A WG-10 was reprimanded for unacceptable conduct for sending an inappropriate picture to his supervisor. Specifically, this employee sent a text message with a photo of his son vomiting along with his request for unscheduled leave.
- 13) A WG-05 was suspended for 14 days for failure to follow instructions, disrespectful conduct, and loafing. Specifically, this employee was instructed to conduct maintenance aboard a vessel and was witnessed by his supervisor sitting down, not working. When his supervisor inquired about why he was not conducting maintenance as instructed, the employee became combative and responded by yelling obscenities and threats.