

**AIR FORCE DISCHARGE REVIEW BOARD HEARING RECORD**

<b>NAME OF SERVICE MEMBER (LAST, FIRST MIDDLE INITIAL)</b> [REDACTED]	<b>GRADE</b> 1LT	<b>AFSN/SSAN</b> [REDACTED]
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<b>TYPE</b>	<input checked="" type="checkbox"/> <b>PERSONAL APPEARANCE</b>	<b>RECORD REVIEW</b>
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<b>COUNSEL</b>	<b>NAME OF COUNSEL AND OR ORGANIZATION</b>	<b>ADDRESS AND OR ORGANIZATION OF COUNSEL</b>
<b>YES</b>	<b>NO</b>	
	<input checked="" type="checkbox"/>	

MEMBERS SITTING	VOTE OF THE BOARD				
	HON	GEN	UOTHC	OTHER	DENY
[REDACTED]					X
[REDACTED]					X
[REDACTED]					X
[REDACTED]					X
[REDACTED]					X

<b>ISSUES</b> A92.01, A94.05	<b>INDEX NUMBER</b> A67.50	<b>EXHIBITS SUBMITTED TO THE BOARD</b>		
		1	ORDER APPOINTING THE BOARD	
		2	APPLICATION FOR REVIEW OF DISCHARGE	
		3	LETTER OF NOTIFICATION	
<b>HEARING DATE</b> 3 JUN 03	<b>CASE NUMBER</b> FD2001-0116	4	BRIEF OF PERSONNEL FILE	
			COUNSEL'S RELEASE TO THE BOARD	
			ADDITIONAL EXHIBITS SUBMITTED AT TIME OF PERSONAL APPEARANCE	
			TAPE RECORDING OF PERSONAL APPEARANCE HEARING	

APPLICANT'S ISSUE AND THE BOARD'S DECISIONAL RATIONAL ARE DISCUSSED ON THE ATTACHED AIR FORCE DISCHARGE REVIEW BOARD DECISIONAL RATIONALE.

**REMARKS**

Case heard at Scott AFB, Illinois.

Advise applicant of the decision of the Board and the right to submit an application to the AFBCMR.

<b>SIGNATURE OF RECORDER</b> [REDACTED]	<b>SIGNATURE OF BOARD PRESIDENT</b> [REDACTED]
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<b>INDORSEMENT</b>	<b>DATE: 3 JUN 03</b>
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<b>TO:</b> SAF/MIBR 550 C STREET WEST, SUITE 40 RANDOLPH AFB, TX 78150-4742	<b>FROM:</b> SECRETARY OF THE AIR FORCE PERSONNEL COUNCIL AIR FORCE DISCHARGE REVIEW BOARD 1535 COMMAND DR, EE WING, 3 <sup>RD</sup> FLOOR ANDREWS AFB, MD 20762-7002
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**AIR FORCE DISCHARGE REVIEW BOARD DECISIONAL RATIONALE**

CASE NUMBER

FD2001-00116

**GENERAL:** The applicant appeals for upgrade of discharge to Honorable.

The applicant appeared and testified before the Discharge Review Board (DRB), without counsel, at Scott AFB, IL on June 3, 2003. The following additional exhibits were submitted at the hearing:

Exhibit 5: Applicant's contentions.

Exhibit 6: Master of Science in Health Services Administration Certificate

Exhibit 7: Doctor of Pharmacy Certificate

The attached brief contains available pertinent data on the applicant and the factors leading to the discharge.

**FINDINGS:** Upgrade of discharge to Honorable is denied.

The Board finds that neither the evidence of record or that provided by the applicant substantiates an impropriety or inequity that would justify upgrade of the discharge.

**ISSUES:** The applicant was discharged with a General Discharge for Serious or Recurring Misconduct. Applicant received 18 Memorandums for Record, 3 Records of Individual Counseling, and 1 Letter of Counseling for bad judgment and bad conduct, improper wear of his uniform (four times), misconduct, conduct unbecoming an officer, disrespect to a superior officer (three times), dereliction to duty (seven times), failure to go, sexual harassment, and he was relieved from his supervisor responsibilities. The applicant states that his discharge did not take into account the good things he did while in the service. The DRB took note of the applicant's duty performance as documented by his performance reports and other information contained in the records. They found the seriousness of the willful misconduct offset any positive aspects of the applicant's duty performance. The Board concluded the discharge was appropriate for the reasons that were the basis for this case. It should be noted that the applicant, when asked by the Board President if he reviewed the examiner's brief and had an opportunity to carefully examine it and his records, he stated that he did not have enough time to go through his records. The Board President stopped the proceedings and asked the applicant if he wanted to reschedule the hearing and informed the applicant that he had two months notice of this Board and approximately four hours prior to coming into the Board today (3 Jun 03). The applicant stated that he was ready to proceed. Also, at the end of the hearing, the Board President asked the applicant: "Do you feel that you have had a full and fair opportunity to prepare and present your case to this Board today?" The applicant replied "definitely yes!" The DRB concluded that the characterization of the applicant's discharge was appropriate due to the misconduct.

**CONCLUSIONS:** The Discharge Review Board concludes that the discharge was consistent with the procedural and substantive requirements of the discharge regulation and was within the discretion of the discharge authority and that the applicant was provided full administrative due process.

Attachment:

Examiner's Brief

DEPARTMENT OF THE AIR FORCE  
AIR FORCE DISCHARGE REVIEW BOARD  
ANDREWS AFB, MD

(Former 1LT)

**1. MATTER UNDER REVIEW:** Appl rec'd a GEN Disch fr USAF 93/06/25 UP AFR 36-12, Chapter 2 & 3, para 2-3a, f & h, and 3-7d (Serious or Recurring Misconduct). Appeals for Honorable Disch.

**2. BACKGROUND:**

a. DOB: 60/10/26. Enlmt Age: 27 9/12. Disch Age: 32 8/12. Educ: Doctor of Pharmacy. AFQT: N/A. A-N/A, E-N/A, G-N/A, M-N/A. PAFSC: 9246 - Pharmacist. DAS: 91/02/15.

b. Prior Sv: Appt to 2Lt, and assigned to ARNG from 88/08/23 - 90/12/12, of which AMS is 28 days. 1Lt - 89/05/28. OPR: 02.

**3. SERVICE UNDER REVIEW:**

a. Transferred to ResAF 90/12/12, appointed to 1LT, 90/12/13 and ordered to EAD 91/01/12. Svd: 2 Yrs 6 Mo 12 Das, of which AMS is 2 yrs 5 mos 14 das.

b. Grade Status: none.

c. Time Lost: none.

d. Art 15's: none.

e. Additional:

- RIC, 22 JUL 91 - Bad judgement & Bad conduct.
- RIC, 07 SEP 91 - Proper wear of uniform.
- MFR, 27 FEB 92 - Misconduct.
- MFR, 12 MAR 92 - Disrespect to a superior officer.
- MFR, 03 MAR 92 - Dereliction to duty.
- MFR, 12 MAR 92 - Disrespect to a superior officer.
- MFR, 09 JUL 92 - Disrespect to a superior officer.
- LOC, 30 NOV 92 - Released from supervisor responsibilities.
- MFR, 23 DEC 92 - Dereliction to duty.
- MFR, 08 JAN 93 - Dereliction to duty.
- MFR, 26 MAY 92 - Dereliction to duty.
- MFR, 26 JUL 91 - Failure to go.
- MFR, 04 SEP 91 - Dereliction to duty.
- MFR, 22 APR 92 - Dereliction to duty.
- MFR, 26 MAY 92 - Dereliction to duty.
- MFR, 12 MAR 92 - Uniform violation.
- MFR, 26 FEB 92 - Sexual Harrassement.
- RIC, 07 SEP 91 - Uniform violation.
- MFR, 12 MAR 92 - Uniform violation.
- MFR, 27 FEB 92 - Sexual violation.

MFR, 12 MAR 92 - Uniform Violation.  
 MFR, 06 NOV 92 - Conduct unbecoming an officer.

f. CM: none.

g. Record of SV: 91/01/12 91/05/13 Chanute AFB MS (HAF Dir)  
 91/05/14 92/05/13 Chanute AFB MS (Annual)  
 92/05/14 92/12/22 Chanute AFB MS (Cmdr Dir)  
 (Discharged from Chanute AFB)

h. Awards & Decs: AFOUA, NDSM, AFTR.

i. Stmt of Sv: TMS: (4) Yrs (10) Mos (03) Das  
 TAMS: (2) Yrs (6) Mos (12) Das

**4. BASIS ADVANCED FOR REVIEW:** Appln (DD Fm 293) dtd 00/02/14.  
 (Change Discharge to Honorable)

Issue 1: As you can see from the above documents, my service performance record while a member of the Army National Guard, was exemplary. (DOC #2). After two weeks of Officer Basic Training, I was commissioned USAF. Granted I was green but I did follow the rules as noted in DOC #1. I honored my country & opportunity to serve in the Air Force.

Issue 2: As you can see from DOC #3 I state my case. My career opportunities have been limited. This is evident even though I have gained valuable experience both while in the military and the civilian sector. I hold advanced University degrees.

Issue 3: I wish to pursue an upgrade in regards to my present discharge. I believe a review of my current discharge status is in order. Currently, I am in good standing with my profession, community, and church. In addition, I hold a B.S. in Pharmacy, M.S. in Health Services Administration, and a Doctor Of Pharmacy. Furthermore, we should be cognizant of the fact that the military and the civilian sector function under different standards, rules, and regulations. It should be self evident that politics can play a significant role in ones military career. In conclusion, the discharge I received from the Air Force can and has affected my career in the civilian sector. I wish my USAF discharge to be upgraded to an Honorable Discharge. Thank you.

**ATCH**

1. Statement of Upgrade.
2. Application for Correction/Removal of Evaluation Report.
3. Application for Correction/Removal of Evaluation Report.
4. Records of National Guard Service.
5. VA Cover Letter, 28 Nov 00.

01/04/23/ia



DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS CHANUTE TECHNICAL TRAINING CENTER (ATC)  
CHANUTE AIR FORCE BASE, IL 61868

10 MAR 1993

FROM: CTC/JA

SUBJ: Legal Review of Proposed Officer Discharge Package -  
First Lieutenant [REDACTED]

TO: CTC/CC

1. I have reviewed the proposed officer discharge package regarding First Lieutenant [REDACTED], CTC Hospital, Chanute Air Force Base, Illinois, in accordance with Air Force Regulation 36-2, chapters 2 and 3, paragraphs 2-3a, f, and h, and 3-7d. The package is legally sufficient for you to initiate the administrative discharge of 1Lt Gedda on the grounds of Substandard Duty Performance, specifically, failure to show acceptable qualities of leadership required of an officer of his grade, apathy or defective attitude in being unable or unwilling to expend extra effort constructively, and failure to conform to prescribed standards of dress and military deportment. It is further legally sufficient for you to initiate discharge on the additional ground of Misconduct, specifically, serious or recurring misconduct punishable by military or civilian authorities.

2. FACTS:

a. 1Lt [REDACTED] has served on extended active duty as a pharmacist in the United States Air Force continuously since 12 January 1991. 1Lt [REDACTED] previously served as a reserve officer in the United States Army. His total federal commissioned service date is 23 August 1988. Although his first several months in the Air Force were uneventful, in May 1991 a pattern of incidents began which continually demonstrated his unfitness for further service. Among other things, the record includes failing to properly authenticate when entering the pharmacy on two occasions, repeated arguments with other members of the hospital staff, including subordinates and superiors, several traffic violations, and continual failure to wear his uniform properly. In addition, on several occasions 1Lt [REDACTED] made sexually harassing remarks to his subordinates, including asking a subordinate for dates. His former supervisor made many attempts to counsel 1Lt [REDACTED] in order to correct his behavior. The efforts were fruitless.

b. In August 1992, as the sole remaining pharmacist 1Lt [REDACTED] was made Chief of Pharmacy Services, upon the departure of his predecessor. Shortly thereafter it became apparent to CTC CLINIC/SG that 1Lt [REDACTED] was incapable of this level of

responsibility. 1Lt [REDACTED] failed to appropriately schedule his staff, failed to ensure prescriptions were filled when promised, permitted members of the staff to take leave in such a way that manning was inadequate, and failed to communicate his decisions with his NCOIC. On 30 November 1992, he was relieved of his supervisory responsibilities. Since that time he has continued to display a lack of officership and leadership and has shown himself to be unwilling to commit effort to improvement. He has absented himself from the pharmacy for extended periods, and at times failed to perform his duties when he was in the pharmacy.

3. LAW: AFR 36-2, Chapter 2, is entitled Substandard Duty Performance. Paragraph 2-3 of this regulation notes that officer discharge action is proper, and should be initiated, when duty performance is substandard due to one or more of several circumstances. These include the failure to show acceptable qualities of leadership which are expected of an officer of his grade, under subparagraph 2-3a, apathy or defective attitude in being unable or unwilling to expend extra effort constructively under subparagraph 2-3f, and failure to conform to prescribed standards of dress or military deportment under subparagraph 2-3h. AFR 36-2, Chapter 3, is entitled Misconduct, Moral or Professional Dereliction, or in the Interest of National Security. Paragraph 3-7 of AFR 36-2 indicates discharge action is proper, and should be initiated, when an officer has engaged in serious or recurring misconduct which is punishable by military or civilian authorities. The regulation also notes that if an allegation under Chapter 3 is a basis for discharge of an officer, discharge under other than honorable conditions is authorized.

#### 4. ANALYSIS:

a. 1Lt [REDACTED] record reveals a wide variety of actions which add up to substandard duty performance. On a number of occasions he used bad judgement in handling disputes or problems, prescribed unnecessary administrative procedures, and mishandled the scheduling of his staff, all of which undermined his credibility as a leader. He showed either apathy, or a defective attitude, in his unwillingness to improve his behavior and officership, in spite of a number of rehabilitative efforts. These included informal and formal counseling sessions, and two referral officer performance reports.

b. The record also reveals a number of acts of misconduct. 1Lt [REDACTED] repeatedly wore his uniform improperly, although he was counselled on a number of occasions by his supervisor. He also sexually harassed his subordinates on several occasions.

Finally, 1Lt [REDACTED] displayed conduct unbecoming an officer by engaging in a heated argument with a physician in the presence of patients and subordinates.

c. The evidence supports the allegations of Substandard Duty Performance and Misconduct. The discharge package is complete and is in conformance with applicable regulations. Colonel [REDACTED] letter of recommendation is consistent with the format set forth in AFR 36-2, figure 4-1, and adequately delineates the reasons for the proposed discharge.

d. The proposed letter of notification of discharge action prepared for your signature is consistent with the format set forth in AFR 36-2, figure 4-2. The letter adequately delineates the evidentiary bases for the proposed discharge action, and lists supporting documents as attachments. The proposed letter properly advises 1Lt Gedda of his rights and options in this matter and informs him that the worst possible discharge characterization that could be approved in his case is under other than honorable conditions.

5. RECOMMENDATION: I recommend you initiate administrative discharge action against 1Lt [REDACTED] under Air Force Regulation 36-2, paragraphs 2-3a, f, and h, and 3-7d, by signing the proposed letter of notification.

[REDACTED]  
[REDACTED] Captain, USAF  
Chief, Civil Law

I concur.

[REDACTED]  
[REDACTED] Colonel, USAF  
Staff Judge Advocate



DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS AIR TRAINING COMMAND (ATC)  
RANDOLPH AIR FORCE BASE TX 78150-5001

FROM: HQ ATC/JAM  
63 MAIN CIRCLE, SUITE 2  
RANDOLPH AFB TX 78150-4548

4 May 1993

SUBJ: Legal Review - Tender of Resignation - 1Lt [REDACTED]  
[REDACTED] Chanute AFB IL

TO: DPAAFQ

1. CTC/CC initiated action on 11 Mar 1993 against 1Lt [REDACTED] under the provisions of AFR 36-2, Chapters 2 and 3, paragraphs 2-3a, f, and h, and 3-7d. The basis for this action is; a) 1Lt [REDACTED] failure to show acceptable qualities of leadership required of an officer of his grade with eight specific examples; b) 1Lt [REDACTED] apathy or defective attitude in being unable or unwilling to expend effort constructively with five specific examples; c) 1Lt [REDACTED] failure to conform to prescribed standards of dress and military deportment with two specific examples and; d) 1Lt [REDACTED] serious and recurring misconduct punishable by military or civilian authorities with seven specific examples.

2. On 12 April 1993, 1Lt [REDACTED] submitted his resignation under the provision of AFR 36-12, Table 2-7, Rule 1. He attached a three page rebuttal, plus several attachments, in support of his request that his discharge be characterized as honorable. He believes that a characterization other than honorable will have a detrimental effect on his career as a pharmacist and may effect his opportunities for higher education.

3. First Lieutenant [REDACTED] has raised several points of explanation to the statement of reasons.

a. He states that he was given numerous feedback evaluation by his supervisor, Capt [REDACTED], which were not confidential, but given in public at the pharmacy.

b. He has pointed out that his failure to exhibit proper qualities of leadership and officership as Chief of the Pharmacy was related to a lack of support by hospital leadership. The commander notified him of action to remove his name from the Captain promotion list shortly after assuming the position and the hospital administrator told him he did not support his appointment as Chief of Pharmacy. In addition, the commander and the hospital administrator worked around him by going directly to 1Lt [REDACTED] subordinates.

c. He gave examples of problems he had with Capt [REDACTED] and Capt [REDACTED] which were not related to the statements made by these officers concerning 1Lt Gedda's duty performance.

d. He explained in detail the incident reflected in the statement of reasons at para 2d(7), where it is alleged he had a verbal altercation with a physician, about a prescription, in the presence of patients and subordinates.



He explained that the prescription was for a narcotic to be given to a member of the physician's family. He noted that after discussing this with the physician it was explained to him that another physician had co-signed the prescription. He points out that it is important to be picky when it comes to dispensing drugs, but does not discuss the inappropriate location of the discussion with the physician, where other personnel were present.

e. He points out that he has had trouble with SrA [REDACTED] during his entire time at Chanute AFB as did Capt [REDACTED]. He believes her accusation should be viewed in light of her animosity towards him which is evidenced by her statement that she would make a lot of trouble for him.

f. He has attached his 20 March 1992, response to a delay of promotion action in which he discusses the various reasons to that action and presents an explanation. Some of these same incidents are reflected in the AFR 36-2 statement of reason.

4. Discussion: The 22 examples of substandard duty performance and of recurring misconduct are overwhelming. 1Lt [REDACTED] has addressed a few of the reasons in his letter and its attachments. The thrust of his argument for an honorable discharge is that he was not given supervisor or command support which undermined his position in the eyes of his subordinates in the pharmacy. He sees SrA [REDACTED] as a subordinate who was out to get him. When each reason for separation is examined it becomes clear that it was not a failure on the part of others, but rather the repeated failure of 1Lt [REDACTED] to live up to standards that resulted in initiation of AFR 36-2 action. An in-depth analysis of each of the 22 stated reasons for separation is not necessary to conclude that a general discharge is more appropriate than an honorable discharge in the case of 1Lt [REDACTED].

5. Conclusion: The evidence is legally sufficient to support separation under AFR 36-2, Chapters 2 and 3 with a general discharge characterization.

6. Recommendation: We concur with the recommendation of CTC/CC that 1Lt Gedda's application for discharge in lieu of AFR 36-2 be approved and that he be awarded a general discharge.

[REDACTED]  
Colonel, USAF  
Chief, Military Affairs and Claims Directorate  
Office of the Staff Judge Advocate

FDE1-001/6



DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS CHANUTE TECHNICAL TRAINING CENTER (ATC)  
CHANUTE AIR FORCE BASE, IL 61868

11 MAR 1993

FROM: CTC/CC

SUBJ: Notification of Action Under AFR 36-2

TO: [REDACTED]  
[REDACTED]  
CTC Hosp/SGHP

1. I am initiating action against you under AFR 36-2, chapters 2 and 3, paragraphs 2-3a, f, and h, and 3-7d.

2. I am taking this action because of:

a. Your failure to show acceptable qualities of leadership required of an officer of your grade, to wit:

(1) On or about 4 July 1991, you used bad judgment by handling a disagreement with the nursing staff in Ward 3A, Chanute Hospital, in an unprofessional manner (Atch 2).

(2) On or about 27 February 1992, you failed to exhibit proper qualities of leadership and officership, specifically by prescribing unnecessary administrative procedures, as evidenced by SrA [REDACTED] Memo for Record with indorsement by Capt [REDACTED] (Atch 9).

(3) On or about 27 February 1992, you publicly and improperly questioned the professional integrity of Capt [REDACTED] regarding a prescription for medication (Atch 12).

(4) On or about 3 March 1992, you failed to exhibit proper qualities of leadership and officership, specifically by accusing SrA [REDACTED] of lying about an unaccounted for prescription, and then denying you had done so, as evidenced by SrA [REDACTED] Memo for Record (Atch 10).

(5) On or about 5 March 1992, you attempted to give an inappropriate Letter of Reprimand to SrA [REDACTED] without discussing the situation with your supervisor, Capt [REDACTED] (Atch 11).

(6) On or about 30 June 1992, you failed to exhibit proper qualities of leadership and officership by failing to take constructive criticism from, and by exhibiting disrespect for, a superior commissioned officer, as evidenced by the 9 July 1992 Memo for Record of Captain [REDACTED] (Atch 15).

(7) Between August 1992 and 30 November 1992, you failed to exhibit proper qualities of leadership and officership, by: failing to establish a daily work schedule for the pharmacy as you had been directed; failing to assure phone-in prescription refills were available at the advertised time; permitting your subordinates to schedule leave and Temporary Duty without regard for maintaining appropriate levels of manning in the pharmacy; and, failing to maintain effective communication with your Noncommissioned Officer-in-Charge; which resulted in your being relieved of supervisory responsibilities in the CTC Hospital Pharmacy (Atch 17).

(8) During the months of December 1992 and January 1993, you failed to exhibit proper qualities of leadership and officership, by going from your place of duty without reasonable explanation and contributing to low morale in the pharmacy, as evidenced by the Memos for Record on 23 December 1993 and 8 January 1993 of Captain [REDACTED] and the 8 January 1993 Memo for Record of Captain [REDACTED] (Atchs 18 - 20).

b. Your apathy or defective attitude in being unable or unwilling to expend effort constructively, to wit:

(1) On or about 24 May 1991, you failed to contact the Security Police Law Enforcement Desk and properly authenticate prior to entering the pharmacy after hours, as was required (Atch 1).

(2) On or about 26 July 1991, you failed to go to mandatory Base Honor Guard training (Atch 3).

(3) On or about 30 August 1991, you failed to contact the Security Police Law Enforcement Desk and properly authenticate prior to entering the pharmacy after hours, as was required (Atchs 4 & 11).

(4) On or about 22 April 1992, you improperly allowed your personal negative feelings about SrA [REDACTED] to influence your judgment when asked about a medication, thereby potentially interfering with proper patient care (Atch 13).

(5) On or about 26 May 1992, you failed to exercise proper judgment by failing to determine the reasons a patient needed an early refill of a prescription (Atch 14).

c. Your failure to conform to prescribed standards of dress and military deportment, to wit:

(1) On or about 7 November 1991, you wore your name tag and medical corps qualification badge on the wrong side of your blue duty uniform shirt (Atch 11).

(2) On or about 18 February 1991, your hair was not within the standards prescribed by AFR 35-10 (Atch 11).

d. Your serious and recurring misconduct punishable by military or civilian authorities, to wit:

(1) Between May 1991 and on or about 19 February 1992, you made statements which constituted sexual harassment as defined by AFR 30-2, para 6-4, to your subordinates, including calling Sgt [REDACTED] a "bitch;" telling Sgt [REDACTED] she would be "fair game" once she separated from the Air Force and asking her to go out with you; telling SrA [REDACTED] she "looked like [she] would be good" and asking her if she found you attractive; and by stating that SrA [REDACTED] was a "real sex pot" (Atchs 6 & 7).

(2) On or about 5, 6, and 7 September 1991, you deliberately wore unauthorized Battle Dress Uniform combinations by wearing a summer weight blouse and winter weight pants together in violation of AFR 35-10, para 2-14b (Atchs 5 & 11).

(3) On or about 29 and 30 October 1991, you deliberately improperly wore a Battle Dress Uniform Field Jacket without rank or unit patches in violation of AFR 35-10, para 2-14h (Atch 11).

(4) On or about 6 November 1991, you deliberately wore an unauthorized Battle Dress Uniform combination by wearing a summer weight blouse and winter weight pants together in violation of AFR 35-10, para 2-14b (Atch 11).

(5) On or about 24 February 1992, you made a statement which constituted sexual harassment as defined by AFR 30-2, para 6-4, by telling SrA [REDACTED], who was your subordinate, that her duties included "making [you] fresh squeezed orange juice and on occasion giving [you] a back rub" (Atchs 8 & 11).

(6) On or about 10, 11, and 12 March 1992 you deliberately wore an unauthorized uniform combination by wearing a red and navy blue windbreaker under your parka, and permitting the windbreaker to show in violation of AFR 35-10, para 1-1c (Atch 11).

(7) On or about 5 November 1992, you had a verbal altercation with a physician about a prescription in the

presence of patients and your subordinates, which conduct was unbecoming an officer, in violation of UCMJ Article 133 (Atch 16).

Attached are copies of documentary evidence to support this action. The worst possible discharge that may be approved for the reasons cited is under other than honorable conditions.

3. Familiarize yourself with AFR 36-2, particularly paragraph 4-10, which outlines the rights afforded you in this action, and paragraph 4-13, which explains the action the major commander may take on receipt of your reply to this correspondence. Contact the Chanute Air Force Base Area Defense Counsel, Captain [REDACTED], 495 [REDACTED] to discuss the procedures involved and your rights and options. If you decline legal counsel, contact Major [REDACTED], Chief, Military Personnel Flight, 495 [REDACTED], for counseling regarding your rights and options.

4. Within 15 calendar days after you receive this correspondence, you may:

a. If eligible to retire, apply for voluntary retirement to be effective on the first day of the month immediately following notification of approval by the Secretary of the Air Force. If less than 15 calendar days between the date you are notified and the first day of the month following notification, the effective date of your retirement will be the first day of the second month after notification. If you have 20 or more years of active military service but do not have the required minimum 8 years of active commissioned service to qualify for retirement in officer status, you may apply for separation under the provisions of AFR 36-12, table 2-6, rule 6, to enlist for the purpose of retirement in the enlisted grade in lieu of further action under AFR 36-2.

b. If ineligible to retire, tender your resignation according to AFR 36-12, table 2-7, rule 1, to be effective within 10 calendar days following notification of approval by the Secretary of the Air Force. By tendering your resignation you will be disqualified for separation or readjustment pay if you are otherwise qualified to receive such pay. If you tender your resignation, it will be with the understanding that, if accepted, you will receive a general (under honorable conditions) discharge, unless the Secretary of the Air Force determines that you will be honorably discharged.

c. Submit any written statement or documentary evidence that you feel should be considered in evaluating your case. If

you are unable to prepare your statements or documentary evidence within the time specified, you may request more time as outlined in AFR 36-2, paragraph 4-12.



5. Within 15 calendar days after you receive this letter, send it, without attachments, by indorsement directly to HQ ATC/DPAAQ, 1851 1ST STREET EAST STE 1, RANDOLPH AFB TX, 78150-4315. Include in your indorsement:

a. A statement that you have or have not:

- (1) Applied for voluntary retirement, or
- (2) Tendered your resignation.

If you apply for voluntary retirement or tender your resignation, attach a copy of your application to this indorsement.

b. A statement that you do or do not desire to comment. If you desire to comment, you may attach any statements or documentary evidence you want to submit. If you have requested more time as outlined in paragraph 4c of this letter, attach a copy of your request.

c. A statement you have been counseled by Captain  Area Defense Counsel. If you decline legal counsel, so state and indicate that you have been counseled by Major  Chief, Military Personnel Flight, and that you fully understand your rights and options in this action.

d. You may request to be placed on excess leave provided processing of this separation action no longer requires your presence. AFR 35-9 provides guidance on excess leave.

6. Within 24 hours after you receive this correspondence, sign and date two copies of the letter of acknowledgment. Send one copy to this headquarters and one copy to HQ ATC/DPAAQ, 1851 1ST STREET EAST STE 1, RANDOLPH AFB TX, 78150-4315.

  
Brigadier General, USAF  
Commander

27 Atch (listed on  
next page)

1. 3345 SPS Report  
C91-05-055, Dtd  
28 May 91
2. AF Form 174, Dtd  
22 Jul 91
3. 3345 ABG/SVRM Ltr,  
Undtd
4. 3345 SPS Report,  
I910800057, Dtd  
4 Sep 91
5. AF Form 174, Dtd  
7 Sep 91
6. SrA [REDACTED] Ltr, Dtd  
26 Feb 92
7. Sgt [REDACTED] MFR,  
Undtd
8. SGHP Ltr, Dtd  
12 Mar 92
9. SrA [REDACTED] MFR, Dtd  
27 Feb 92
10. SrA [REDACTED] MFR, Dtd  
3 Mar 92
11. Capt [REDACTED] MFR,  
Dtd 12 Mar 92
12. SGHR MFR, Dtd  
12 Mar 92
13. SrA [REDACTED] Ltr, Dtd  
22 Apr 92
14. Col [REDACTED] Ltr, Dtd  
26 May 92
15. Capt [REDACTED] Ltr,  
Dtd 9 Jul 92
16. 1Lt [REDACTED] MFR,  
Dtd 6 Nov 92
17. CTC Clinic SG Ltr,  
Dtd 30 Nov 92
18. Capt [REDACTED] MFR,  
Dtd 23 Dec 92
19. Capt [REDACTED] MFR,  
Dtd 8 Jan 93
20. Capt [REDACTED] MFR,  
Dtd 8 Jan 93
21. OPRs, 12 Jan 91 -  
22 Dec 92
22. AFR 36-2
23. AFR 36-12
24. HQ USAF/DP Msg  
161300Z Jul 91
25. HQ AFMPC/DPMA Msg  
172200Z Jul 91
26. HQ AFMPC/DPMA Msg  
221300Z Aug 91
27. Letter of  
Acknowledgment (2)