GOOD ORDER AND DISCIPLINE

Second and Third Quarters, 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 and discuss the contents of this report with their units.

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 January through June 2025. 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 based on civil rights complaints are included. 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 is discouraged, as 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: A court-martial sentence or nonjudicial punishment 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. Separation or other administrative action may be pending in some matters, so cases may appear in subsequent Good Order and Discipline (GOAD) reports.

Military Justice, Non-Judicial Punishment (NJP) under Article 15, UCMJ, and other Administrative Actions

The following data is broken out by military status: commissioned officers and cadets, senior enlisted, junior enlisted, and reserve. Additional information for all general and special courts-martial resulting in convictions at Coast Guard Court Filings & Records — (navy.mil) and specific links are included below where available (case-specific links work in a web browser, but not in Adobe or hard-copies). If no specific link follows, case information may not yet be posted but may be found at the above link once available.

I. Commissioned Officers and Cadets

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

B. **Administrative Action:** During the period, five commissioned officers were ordered to show cause for retention at a Board of Inquiry (BOI), with two receiving an involuntary administrative discharge. A few notable examples:

1) A LCDR was removed from primary duties as Executive Officer for nonadherence to Coast Guard weight standards, failure to complete the Deck Watch Officer exam as required by his orders, and failure to complete mandated training. CG PSC-OPM referred the case to a Special Board which recommended the officer be required to show cause for retention at a BOI. The BOI recommended separating the officer. Prior to convening a Board of Review, the officer submitted a qualified resignation request and was separated from service with an honorable service characterization and an "unacceptable conduct" separation code.

2) A LT admitted to purchasing kits used to grow psilocybin (hallucinogenic mushrooms) and to using and distributing a controlled substance. The officer was issued a punitive letter of reprimand, disciplinary OER, and CG-3307 documenting the drug incident. CG PSC-OPM referred the case to a Special Board which recommended the officer be required to show cause for retention at a BOI. Prior to the BOI, the officer submitted a qualified resignation and was separated with an under honorable conditions (General) characterization of service and an "unacceptable conduct" separation code. The officer is subject to recoupment in the amount of $18,934 for unfulfilled obligated service for advanced education.

3) A LTJG arrested for driving under the influence pleaded guilty to the lesser charge of physical control of a vehicle while under the influence. The member self-reported the incident to the command immediately following release by civilian authorities. CG PSC-OPM referred the case to a Special Board. A Revocation Board was convened and recommended the officer be retained.

C. **Relief for Cause/Removal from Primary Duties:**

1) A LTJG was removed from primary duties as a Physician Assistant after engaging in harassing and bullying behavior in the workplace and creating a hostile work environment. The LTJG made inappropriate remarks about a recruit's appearance, used abusive language, and displayed sexist tendencies by refusing to examine several female recruits. His coworkers and subordinates felt degraded and uncomfortable due to the LTJG's behavior, to the extent they would try to avoid working with him.

2) A CWO was removed from primary duties for a significant lapse in leadership. The CWO received an alcohol incident and made derogatory sexual comments to a junior member.

3) **Non-Judicial Punishment (NJP):** Commissioned officers received NJP five times during the period. 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. Two Lieutenant Junior Grades and three Ensigns received NJP for engaging in prohibited relationships with one or more enlisted members, charged under a variety of UCMJ Articles including Article 92 (failure to obey a general order or regulation or dereliction of duty), Article 107 (false official statement), Article 133 (conduct unbecoming an officer), and Article 134 (fraternization). Two officers received NJP for kissing an enlisted member. In addition to receiving NJP for engaging in prohibited relationships, one officer failed to obey a lawful order to cease the relationship and two officers made false statements when questioned. Each of the five officers received a written reprimand or negative CG-3307.

II. Senior Enlisted

A. **Courts-martial:** One senior enlisted member was convicted at court-martial this period:

1) An E-7 pleaded guilty at a summary court-martial to violating Article 92 (dereliction of duty) and Article 107 (false official statement). As a Firearms Instructor, he failed to require Coast Guard members to fully complete Phase II of the firearms training pistol course on numerous occasions over a period of years, despite knowing that policy required completion of all phases with all firearms range attendees. He also signed range records certifying attendees had completed Phase II training when knowing these attendees had not completed it. The summary court-martial officer sentenced the member to reduction in rank to E-6 and a punitive letter of reprimand.

B. **Military Administrative Action:** During this period, two senior enlisted members were administratively discharged and two others retired in lieu of discharge. One senior enlisted member appeared before an administrative separation board.

1) An E-9 received a second alcohol incident after an argument with his wife required police to respond. The member barricaded himself inside his residence with a rifle. Upon arrival, the police reported the member appeared intoxicated and refused their command to exit his residence. Police observed the member with an AR-15 style rifle and a holstered firearm; the member threatened that if police tried to enter his residence there would be a firefight. Alcohol was found to be a contributing factor leading to the misconduct. The member retired in lieu of administrative discharge.

2) An E-7 received a second alcohol incident after physically attempting to force another member to go back to a bar, violating Article 134 (disorderly conduct, drunkenness) and Article 128 (assault). The member was discharged on the basis of Commission of a Serious Offense.

3) An E-7 violated Article 92 (failure to obey an order or regulation) for failing to properly maintain the machinery and engineering systems on board a cutter. The

member retired in lieu of administrative discharge with an under honorable conditions (General) characterization of service.

4) An E-7 was administratively discharged with an under honorable conditions (General) characterization after his urinalysis tested positive for cocaine metabolites. The administrative separation board recommended that the member be permitted to voluntarily retire in lieu of immediate involuntary separation. However, Commander, PSC, disagreed with the Board's recommendation and separated the member.

C. **Relief for Cause:**

1) An E-9 serving as a Command Senior Enlisted Leader (CSEL) was relieved for loss of confidence due to unsatisfactory conduct. Shortly after the member's transfer to assume CSEL duties, senior leadership was made aware of a CGIS investigation into sexual harassment that occurred years earlier but had been recently reported. The investigation resulted in a finding that, while assigned to a previous unit, the E-9 sexually harassed two Coast Guard members at a collocated unit by sending inappropriate messages on social media and making unwanted advances that created an offensive work environment.

2) An E-8 serving as a CSEL was relieved for loss of confidence in his judgment and ability to serve in a position of command due to creating uncomfortable and inappropriate situations with members of both the command cadre and staff. On multiple occasions, he made sexually explicit jokes and other inappropriate comments in front of junior, senior, and civilian personnel. Additionally, he subverted the cohesiveness of the Chiefs' Mess which led to a breakdown in trust between the CSEL and Chiefs' Mess.

3) An E-7 serving as an Engineer Petty Officer on a cutter was relieved due to unsatisfactory conduct, after lying when questioned regarding alcohol present in his stateroom.

D. **Non-Judicial Punishment:** During the period, NJP was imposed four times, under four specifications of UCMJ offenses. Examples include:

1) An E-7 received NJP for creating an intimidating and hostile work environment after he intimidated subordinates during meetings, made demeaning comments, and created an atmosphere of discomfort and distrust among the crew. The member was given an oral reprimand.

2) An E-7 received NJP for violation of Article 92 (failure to obey a general order or regulation) after he engaged in harassing behavior towards numerous male and female members of two separate units. His actions included verbal, non-verbal, and physical interactions, which created tense and uncomfortable working environments, disrupted crew trust, and risked unit safety and security. The

member was awarded forfeiture of a half-month's pay for two months (suspended for six months), sixty days' restriction (suspended for six months), and a letter of reprimand.

3) An E-7 received NJP for violation of Article 113 (drunk driving) after he operated his personal vehicle while under the influence of alcohol. The member received five days of restriction to base (suspended for six months) and forfeiture of a half-month's pay for two months (suspended for six months).

III. Junior Enlisted

A. **Courts-martial:** Three junior enlisted members were convicted at courts-martial this period:

1) An E-5 pleaded guilty at a special court-martial to violating Article 134 (indecent conduct that was service discrediting), for attempting to record a video of a female in a state of undress without her knowledge. The military judge sentenced the member to three months 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).

2) An E-3 pleaded guilty at a summary court-martial to violating Article 82 (solicitation to commit prostitution). The summary court-martial officer sentenced the member to reduction in rank to E-1 and confinement for eight days, during which time he forfeited his pay.

3) An E-2 pleaded guilty at a special court-martial to violations of Article 83 (malingering, by shooting himself in the foot with a firearm to avoid service), Article 86 (absence without leave for one day), Article 87b (breach of restriction), Article 107 (making false official statements when he told a supervisor he was in Virginia but in fact was in Florida, and providing a false doctor's note to another supervisor), Article 112a (wrongfully using marijuana), and Article 128b (domestic violence, by striking his spouse). The military judge sentenced the member to 135 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 of service and waived 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. **Administrative Action:** One hundred and twenty-four junior enlisted members received involuntary administrative discharges and five members retired in lieu of discharge during the period. Four junior enlisted members appeared before an administrative separation board.

1) Those approved to retire in lieu of being involuntarily discharged included:

a. An E-6 who engaged in a verbal argument with his spouse and assaulted her by pulling on her clothing while attempting to engage in sexual activity with her. He also was found to have violated Article 109 (destruction of property) and Article 128b (domestic violence with intent to threaten or intimidate), for engaging in another argument with his spouse in which he threatened to slash her tire, and then, proceeding to slash her tire. The member elected to appear before an administrative separation board. The action of the final reviewing authority, Chief, PSC-PSD, was to retain the member on probation until he was eligible to retire. The E-6 retired in lieu of discharge with an under honorable conditions (General) characterization of service.

b. An E-6 retired in lieu of administrative discharge with an honorable characterization of service, after she failed to report to duty after being recalled, failed to follow orders given by her Commanding Officer, made threats toward her Executive Officer, the MCPOCG, and the Commandant, and assaulted a military police officer.

c. An E-6 violated Article 128b (domestic violence) and Article 119b (child endangerment), when he got into a physical altercation with his spouse in front of his children. The member grabbed his spouse and threw her against a kitchen cabinet. He retired in lieu of administrative discharge with an under honorable conditions (General) characterization of service.

d. An E-6 engaged in harassing behavior, when he made inappropriate remarks pertaining to sexual orientation on the mess deck on board his unit. He retired in lieu of administrative discharge with an under honorable conditions (General) characterization of service.

e. An E-5 was found to have violated Article 128b (domestic violence) after he yelled at his stepson and shoved him into a glass door. On a separate occasion, he shoved his stepson in the back after an argument over a broken toy. The E-5 retired in lieu of discharge with an under honorable conditions (General) characterization of service.

2) During this period, fifty-one members were discharged for involvement with drugs:

a. Seven for cocaine;
b. One for oxazepam;
c. One for codeine;
d. Thirty-eight for marijuana;
e. One for psilocin (hallucinogenic mushrooms);
f. One for LSD;
g. One for methamphetamine; and
h. One for fentanyl.

3) Seven members were separated for fraudulent enlistment in violation of Article 104a. These enlistments were fraudulent for a variety of reasons, including six members who did not disclose medical conditions prior to enlisting in the Coast Guard and one member who did not disclose that he had a domestic violence protection order issued against him prior to enlisting in the Coast Guard. Six members were separated with an honorable characterization of service, and one member was separated with an under honorable conditions (General) characterization of service.

4) Seven 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.) These included:

    a. An E-4 was awarded NJP twice within a 12-month period. At the first NJP, he was found to have violated Article 92 (failure to obey an order or regulation), for failing to complete a full round of the cutter and lying about completion of his round in his duties as the Inport Security Watchstander. He also violated Article 86 (absence without leave) by failing multiple times to report on time for work, arriving 35 to 60 minutes late. At the second NJP, he was found to be in violation of Article 92 (failure to obey an order or regulation), and Article 95 (misbehavior of sentinel), by falling asleep during his watch. He was discharged with an under honorable conditions (General) characterization of service.

    b. An E-3 was awarded NJP twice within a 12-month period. At the first NJP, he was found to have violated Article 121 (larceny) and Article 81 (conspiracy), by conspiring with a member of another service branch to steal Pokémon cards. At the second NJP, he was found to be in violation of Article 107 (false official statements), for making multiple false official statements to members of his command leadership about his technical qualifications and using false information to challenge the Coast Guard's decision to deny his Change in Rate request. He was discharged with an honorable characterization of service.

    c. An E-2 was awarded NJP twice within a six-month period. At the first NJP, he was found to have violated Article 92 (failure to obey an order or regulation) and Article 107 (false official statements), after he lied to the Officer of the Day about standing his break-in watches when he actually was on his phone on the mess deck. He was also instructed to report to the 0400-0800 watch but failed to do so. At the second NJP, he was found to be in violation of Article 92 (failure to obey an order or regulation) after he jumped over a barbed wire secondary layer security fence and was detained by local military police. He was discharged with an honorable characterization of service.

d. An E-2 was awarded NJP twice within a two-month period. At the first NJP, he was found to have violated Article 83 (malingering) and Article 86 (absence without leave), for faking a head injury to excuse an unauthorized absence. He provided no communication to his chain of command regarding his location or reason for the absence prior to the expiration of liberty. At the second NJP, he was found to have violated Article 86 (absence without leave) after he failed to report to his place of duty at the expiration of liberty. He was eventually located by CGIS agents 75 miles away from his place of duty. He was discharged with an under honorable conditions (General) characterization of service.

5) Sixty discharges were for Commission of a Serious Offense (COSO). Only four of those discharged appeared before administrative separation boards. 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. Discharges based on COSO trended along several major themes this period. The most frequent include (with characterization of service noted):

a. Sexual Misconduct/Harassment (13). These ranged from an E-6 who attempted to show a female shipmate pornography to an E-4 who twice kissed a shipmate over the latter's objection (both GEN). Another E-4 went beyond kissing to expose his genitals (GEN). Still another E-4 illegally made sexual advances online and in person, including engaging in acts of a sexual nature (GEN). An E-3, having been rebuffed at his romantic entreaties, turned to spreading rumors about his shipmate's sexual activities with other members of the unit (GEN). Another E-3 drew male genitalia on the ODU cover of his unit's only female non-rate (HON). Others repeatedly ignored repeated "I'm really not interested" comments to repeatedly pursue relationships with shipmates who, it bears repeating, really were not interested.

b. Driving under the Influence. Numerous members were discharged for driving drunk. These included an E-6 with a blood alcohol content (BAC) of 0.160% (HON), an E-5 who caused a three-car accident with a BAC of 0.193% (GEN), an E-5 with a BAC of 0.096% (HON), and an E-5 and an E-4 who refused breathalyzer tests (GEN, HON). Additionally, an E-4 was observed falling out of his parked car with a BAC of 0.238% (GEN), an E-3 wrecked his motorcycle with a BAC of 0.251% (HON), and an underage E-4 who, while not "driving," was struck by a car while standing in the road drunk (GEN).

c. Lying. Lack of veracity played a part in the separations of ten members. These ranged from E-5s lying to investigators looking into unauthorized outside business activities and prohibited romantic relationships (both

GEN), to E-4s who made up excuses to avoid coming to work (GEN) and falsely signed off elements of a basic aircrew syllabus, then lied to a supervisor about those qualifications (HON). An E-3 received a GEN discharge after citing child-care issues to explain her arriving late for work while, in fact, she had been lying about her even having a child. And an E-4 misused personal information to redirect over $52,000 from Coast Guard retiree accounts to his personal cash app (OTH).

d. Assaults/Domestic Violence. An E-4 was separated for repeatedly striking her boyfriend's face during a cab ride (HON), as was an E-4 for throwing down and kicking his girlfriend (GEN). Two E-3s physically abused their respective spouses (both GEN). On the non-domestic front: one E-4 drunkenly punched a shipmate (HON); another punched a civilian, resulting in a broken nose and a concussion (GEN); and yet another assaulted a member by subjecting the latter to a "purple nurple" (GEN).

e. Other categorization: An E-4 transported minors who were equipped with ski masks and dangerous weapons, including baseball bats and metal rods, "to engage in a brawl." Once brawling, the member drew a BB gun. Afterwards, he drove the individuals to throw eggs and golf balls at parked vehicles. Finally, the member shot a BB gun at a police cruiser in the vicinity of a law enforcement officer (GEN).

C. **Relief for Cause:** No junior enlisted members were relieved for cause in the second or third quarter.

D. **Non-Judicial Punishment:** NJP was imposed this period one hundred and thirty-seven times, under at least sixteen different specifications of UCMJ offenses. The total sum of punishments included sixty-nine reductions in paygrade, 1450 days of restriction, forfeiture of $62,323 in pay, and 1853 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 three UCMJ offenses charged most frequently this period were Article 92 (Failure to obey order or regulation), Article 107 (False official statement), and Article 134 (General article). A few examples:

1) Several of the Article 92 violations involved (1) committing misconduct and then (2) lying about it. For instance, an E-6 who provided alcohol to a minor and allowed a civilian to stay on board his unit overnight, lied to an investigating officer about the incident (reduction in rank (RIR) to E-5). An E-3 failed in myriad ways to carry out the prescribed watch routine, only to lie about it when questioned (fourteen days of restriction and ten days of extra duties). And an E-2 negligently shattered the glass on the ship's rudder angle indicator with his foot mere hours after being ordered by the XPO not to rest his foot on the ship's bridge console. When the XPO asked about the broken glass, the E-2 falsely claimed he

slipped and struck it with his elbow (forfeiture of seven days' pay, three days of restriction, and fourteen days of extra duty). Others stopped at the misconduct stage. One E-6 made vulgar, sexual, and inappropriate comments on multiple occasions and shared lewd, sexual imagery of women to the crew (RIR to E-5). Another E-6, when ordered to end a prohibited romantic relationship, ignored the order and thereafter married the involved officer (RIR to E-5, 30 days of extra duties, and a written reprimand). And an E-6 failed to perform her duties as Food Service Officer, including submission of false reports with the intent to deceive (RIR to E-5, forfeiture of a half-month's pay for two months, and 45 days of extra duty).

2) For others, the deception—Article 107 (False official statement; false swearing)—was an integral piece of the broader misconduct. An E-5 made false statements/claims in order to improperly obtain a dislocation allowance, per diem, and COLA at the "with dependents" rate (RIR to E-5 and forfeiture of a half-month's pay for two months (suspended for six months)). Another E-5 signed off on shipmates' PQS tasks knowing the required tasks were not completed (RIR to E-4 (suspended for six months) and fourteen days of extra duty). And an E-4 altered the birth year on his Common Access Card in order to obtain alcohol (negative CG-3307).

3) Nearly all the Article 134 (General article) violations involved members being drunk, disorderly, and/or reckless. An E-5 was involved in an altercation while intoxicated that resulted in a civilian suffering a traumatic brain injury (RIR to E-4, twenty-one days of restriction (suspended for six months), and twenty-one days of extra duty). A fellow E-5 grabbed an E-4 by the collar and slammed them to the ground on the mess deck (fourteen days of restriction and fourteen days of extra duty). An E-4 recklessly waved a loaded handgun and pointed it at an E-5 while slurring his words, smelling of alcohol, and stumbling (five days of restriction and five days of extra duties). And an E-2 shot pellets from a toy gun out of their vehicle's window, with one of the pellets hitting another vehicle's windshield (RIR to E-1 (suspended for six months) and fifteen days of extra duty).

4) Other Articles of the UCMJ. An E-5's attempt (Article 80) to obtain controlled substances (Article 112) was foiled when the United States Postal Inspection Service Task Force identified a drug-containing package addressed to him (RIR to E-4 (suspended for two months), forfeiture of half a month's pay for two months, forty-five days of restriction, and forty-five days of extra duty). Another E-5 violated both Article 113 (reckless driving) and Article 114 (reckless endangerment) by operating a motorcycle at speeds in excess of 190 MPH and performing wheelies (RIR to E-4, forfeiture of a half-month's pay for two months (suspended for six months), and forty-five days of extra duty). Lastly, a member violated Article 121 (larceny) by stealing Pokémon cards from Best Buy (RIR to E-4, suspended for four months).

IV. 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:** Four reserve junior enlisted members were involuntarily administratively discharged during this period. No reserve junior enlisted members appeared before an administrative separation board.

1) An E-5 received a drug incident after self-reporting Adderall use during an "A" school prescreening to transfer to the Intelligence Specialist rating. The rating change was rescinded, and the member was separated (GEN).

2) An E-4 was separated for misconduct (involvement with drugs) after a random unit urinalysis detected tetrahydrocannabinol (THC) metabolites.

3) An E-4 was separated for misconduct due to Commission of a Serious Offense, for making false statements in order to receive a Paycheck Protection Program loan from the federal government in the amount of $20,832.00.

4) An E-4 was separated for misconduct after testing positive for THC during a random unit urinalysis. The member, who had over eight years of service, was entitled to an administrative board but conditionally waived that right for a General characterization of service. The conditional waiver was approved.

E. **Non-Judicial Punishment:** None to report.

F. **Special Convictions/Line of Duty Determinations:** None to report.

<u>Civilian Personnel: Disciplinary/Administrative Actions</u>

I. This period, there were forty-eight disciplinary/adverse actions taken involving civilian Coast Guard employees. The purpose of 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 each 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.) The forty-eight cases involve a wide variety of paygrades, actions, and facts. Accordingly, they are listed in full:

A. A GS-14 was reprimanded for consuming alcohol while on duty.

B. A GS-14 was suspended for fourteen days for making a grabbing gesture towards a subordinate employee's genital area.

C. A GS-13 was reprimanded for making multiple unauthorized cash withdrawals using her government travel card.

D. A GS-13 was suspended for fourteen days for being absent without leave (AWOL) on several occasions.

E. A GS-13 was reprimanded for unprofessional conduct. Specifically, this employee berated a colleague and her wife about their sexual orientation.

F. A GS-13 was removed from federal service for being AWOL and for inappropriate conduct. Specifically, this employee did not report for duty as required and sent a series of unprofessional/threatening text messages to his supervisor when questioned about his period of unauthorized absence.

G. A GS-13 was reprimanded for being AWOL for most of one day and reporting for duty 30 minutes late on two others.

H. A GS-13 was suspended for 14 days for being AWOL on several occasions.

I. A GS-13 was suspended for five days for inappropriate conduct. Specifically, this employee refused to complete multiple tasks as instructed and was untruthful about the completion of other assigned duties.

J. A GS-13 was suspended for one day for conduct unbecoming of a supervisor. Specifically, this employee, erroneously and without cause, told his subordinates that their telework agreements were being terminated, and that they should file a grievance to get them back.

K. A GS-12 was suspended for two days for creating a disturbance in the workplace. Specifically, this employe engaged in a shouting match with a colleague and ultimately pushed the other employee.

L. A GS-12 was suspended for 14 days for failure to follow instructions and unacceptable behavior. Specifically, this employee refused to carry out multiple workplace instructions given to him by his supervisor and made several unacceptable comments about his supervisor, saying he was a "liar" and "struggling personally."

M. A GS-12 was suspended for 14 days for operating a government owned or leased vehicle while under the influence of alcohol.

N. A GS-12 was reprimanded for conduct unbecoming of a federal employee. Specifically, this employee stated the only reason her supervisor came into the office was to "spy" on employees.

O. A GS-12 was removed from federal service for falsifying time and attendance records on multiple occasions.

P. A GS-12 was suspended for 14 days for being AWOL on multiple occasions.

Q. A GS-12 was suspended for 14 days for lack of candor regarding instructions given to her by her supervisor and for being untruthful during an official investigation.

R. A GS-12 was suspended for 14 days for conduct unbecoming of a supervisor. Specifically, on multiple occasions this employee yelled at subordinates, using foul language and personal slurs.

S. A GS-12 was suspended for three days for being AWOL on multiple occasions.

T. A GS-11 was suspended for five days for being AWOL and sleeping on duty.

U. A GS-11 was suspended for two days for creating a disturbance in the workplace. Specifically, this employee engaged in a shouting match with a colleague and physically touched the employee during the disagreement.

V. A WS-10 was reprimanded after being overheard by other staff members stating, "I would be the one to shoot this place up," as he walked through the control room.

W. A WL-11 was reprimanded for being tardy on multiple occasions.

X. A WL-11 was reprimanded for failure to follow instructions. Specifically, this employee was instructed to complete several tasks but failed to do so within the specified timeframe.

Y. A WG-11 was reprimanded for being AWOL for eight hours.

Z. A WG-10 was reprimanded for inappropriate behavior. Specifically, this employee touched a colleague's stomach in a manner that made them feel uncomfortable.

AA. A WG-10 was suspended for seven days for being AWOL on multiple occasions.

BB. A WG-10 was reprimanded for reporting for duty under the influence of an impairing substance.

CC. A WG-10 was reprimanded for failing to follow leave procedures and being tardy on multiple occasions.

DD. A GS-9 was suspended for seven days for threatening to fight a colleague during a workplace disagreement.

EE. A WG-8 was reprimanded for being AWOL for eight hours.

FF. A WG-8 was suspended for five days for being AWOL on multiple occasions.

GG. A GS-7 was removed from federal service for failure to meet the performance expectations of her position.

HH. A GS-6 was suspended for 14 days for conduct unbecoming a federal employee. Specifically, this employee called a colleague a “bitch” and told another employee he would “beat their ass.”

II. A WG-6 was suspended for five days for making multiple unauthorized purchases with his government travel charge card and being untruthful during the ensuing investigation.

JJ. A WG-6 was suspended for 14 days for being AWOL on several occasions.

KK. A WG-5 was suspended for three days for failing to wear protective equipment as instructed on several occasions.