

RECORD OF PROCEEDINGS  
AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

JUL 24 1998 -

IN THE MATTER OF:

DOCKET NUMBER: 97-03061

[REDACTED]

[REDACTED]

HEARING DESIRED: YES

---

APPLICANT REQUESTS THAT:

1. He be promoted to the grade of chief master sergeant (E-9) with all back pay and allowances; or in the alternative, his corrected record receive supplemental promotion consideration to the grade of E-9 beginning with cycle 93S9.
2. The Enlisted Performance Report (EPR) rendered for the period 16 January 1992 through 5 November 1992 be upgraded in Block II, Evaluation of Performance, Item 7, Communication Skills; or in the alternative, the EPR be declared void and removed from his records.
3. He be awarded an Air Force Commendation Medal (AFCM); or in the alternative, the Air Force Achievement Medal (AFAM) for the \$113,000 renovation of supply facilities he accomplished in June of 1991.
4. He be awarded the Meritorious Service Medal (MSM) for the period 7 July 1990 through 6 July 1993 based on completion of an extended tour.
5. The date of the Air Force Commendation Medal, Third Oak Leaf Cluster (AFCM, 3 OLC) awarded for the period 15 July 1993 through 30 September 1993 be backdated to the date of his return from that TDY so that it is considered in the appropriate promotion cycle.

---

APPLICANT CONTENDS THAT:

The adverse actions taken against him were in reprisal for him notifying his chain of command of mismanagement, fraud, waste and abuse in the Material Storage and Distribution Branch; however, he should have been protected under the Whistleblower Protection Act.

The applicant's counsel states that during audits and investigations of Air Force logistical problems, the applicant had the courage to come forward about the things that he saw that were wrong, regardless of whether some personnel might be

embarrassed. When they tried to discourage him by unjustifiable adverse actions he persisted in "doing the right thing" rather than timidly back down. **An** Air Material Command, Inspector General (AMC/IG) investigation completed in 1992 and a Department of Defense, Inspector General (DOD/IG) investigation completed in 1995 substantiated that improper reprisals had taken place and, in addition to recommending some relief at the time, both recommended that applicant file with the Board for other relief that it was not within their power to grant. The applicant filed a similar protected communication complaint with AF/IG regarding a situation that arose from combining two supply units on base. **An** E-7 in the other unit occupied an E-8 position that was being preserved. Applicant's position was being deleted and he was being "shunted" into an available E-7 position. Applicant pointed out that as an E-8, who had completed MAJCOM Senior NCO Academy training, he had a superior claim to the E-8 position (the E-7 involved had not been through Senior NCO leadership training and did not have the high "9-level" skill level that applicant had). Although the decision was made not to change things, applicant's complaint was not frivolous. In May of 1993, applicant had protected communications with the 89th Wg/IG concerning one of the reprisal EPRs dated 15 Jan 92 -5 Nov 92. In April of 1994, he had protected communication with the 89th Supply Sq/CC and the 89th Wg/IG on a related matter. It was during this period that the aforementioned reprisal actions took place. These reprisals resulted in two downgraded EPRs, loss or delay of decorations and their resulting promotion points, and an assignment to a position below his pay-grade in violation of AFRs 50-2 (NCO responsibilities) and 39-1 (specialty codes). These, in turn, resulted in applicant's inability to compete fairly for promotion to E-9 and forced his premature retirement from the Air Force on 31 January 1995. There is a complete absence of any wrongdoing by the applicant. To the contrary, two different IGs found that he had been reprimanded against.

In regard to applicant's requests, the applicant's counsel notes the following:

a. The EPR, closing 15 January 1992 was removed from his records but not in time to avoid it damaging applicant's promotion consideration by the cycles 9369, 9469, and 94E9.

b. The AFCM awarded for applicant's 1993 deployment to [REDACTED] and [REDACTED] was inexplicably delayed and was not considered by the next E-9 board, unlike most of the other personnel who received their award immediately upon their return from "Operation Restore Hope".

c. The EPR, closing 5 November 1992, should be upgraded since it was influenced by a Letter of Reprimand (LOR) which was removed as a result of the IG investigations. When the applicant asked the rater why he marked him down in written communications - an obvious promotion killer - the rater was unable to justify his actions and eventually refused to discuss the matter. In

addition, the rater had not completed the required counselings during the reporting period. In addition, the rater of this report worked directly for the rater on the previous EPR who was found guilty of reprisal.

d. In regard to a decoration for the for the \$113,000 renovation of supply facilities applicant accomplished in June of 1991, counsel states that applicant, with just the help of two airmen loaned to him on a short-term basis, planned, worked and completed a \$113,000 major renovation project which modernized a 3,000 sq ft administrative area. This project lasted over six months and was a complete overhaul with new wiring, drop ceiling, walls, etc. being installed. It involved considerable overtime as well as his having to do his other work. Among other things, the applicant, through shrewd negotiation, succeeded in getting all the required modular furniture at 50% off the normal price. Counsel notes that applicant's efforts almost cost him his life. Before he went ahead with some work in the area of high voltage lines he got assurances from CE that all electrical power had been turned off. CE was wrong and applicant was injured, including shock and burns on both hands. He was told that he would be put in for an AFCM for outstanding achievement; however, it was later decided that his work did not rise to the level where it merited an award. If his efforts did not merit an award, then why did the EPR rendered during this period contain a "two-star" endorsement.

e. The Board is allowed to rely on its experience that giving a senior NCO (with a prior MSM) an extended tour MSM after three years on station is the standard practice. Applicant had routinely (on at least ten occasions) written up similar awards for others. Until these reprisal actions took place applicant had perfect APRs and EPRs going back to the time he was a staff sergeant. In fact the two EPRs he had at this assignment prior to these problems were flawless and was even nominated as the unit's senior NCO of the Quarter. There is no indication of misconduct anywhere on the part of applicant, nor is there any reason to believe he worked less or did anything but his usual high quality of work. He provided stellar support to three Presidents and may well have saved the Air Force millions of dollars by reporting fraud, waste and abuse. In addition, he was selected as the Military Airlift Command Outstanding Supply Superintendent of the Year just prior to these reprisals. Given the above accomplishments and circumstances, it is extraordinarily difficult to conceive of a senior NCO not being nominated for an extended tour MSM without reprisal of some sort being involved.

f. The best and most efficient way for applicant to be made "whole" is for this Board to recommend his promotion to E-9 on its own authority. Counsel provides information about a similar case in which an NCO suffered years of reprisal and the Army Board for Correction of Military Records authorized a direct promotion in that case.

In support of the appeal, applicant's counsel submits a copy of the DOD Directive regarding Military Whistleblower Protection, copies of the DOD/IG and AF/IG investigations, extracts from applicant's medical records, and a copy of the Andrews AFB Decoration Guide.

The applicant's complete submission is attached at Exhibit A.

---

STATEMENT OF FACTS:

The applicant enlisted in the Regular Air Force on 15 January 1969 and served continuously until his retirement on 31 January 1995.

The applicant was promoted to the grade of senior master sergeant (E-8), effective 1 August 1990.

The applicant was awarded the Meritorious Service Medal (MSM) for the period 4 November 1986 to 6 July 1990.

On 28 July 1991, the applicant submitted a complaint of racial discrimination to the Commander in Chief, Military Airlift Command.

On 19 December 1991, the applicant received a Letter of Reprimand (LOR) for reporting to the group commander regarding complaints against the unit concerning the manner in which he was required to perform his aerobics run.

The applicant filed a complaint with the Air Mobility Command Inspector General (AMC/IG) alleging the mishandling of his racial discrimination complaint, and that four reprisal actions (i.e., denial of a position within the squadron which he was qualified for, was not awarded an Air Force Achievement Medal (AFAM), LOR, dated 19 December 1991 and downgraded EPR, closing 15 January 1992) were taken against him for filing the discrimination complaint.

On 29 September 1992, the AMC/IG completed their investigation of applicant's complaints and found that collaboration of witnesses did not occur during the inquiry of the discrimination complaint. The AMC/IG also found the applicant's allegations that there was a breach of confidentiality in the processing of the complaint was substantiated; however, it could not be attributed to the inquiry officer, squadron commander, nor anyone in specific. AMC/IG also found reprisal, as it pertains to the LOR, dated 19 December 1991 and the EPR, closing 15 January 1992, did occur, and recommended the LOR be removed from the records and the applicant pursue voidance of the EPR through the correction board process.

On 10 March 1993, the Evaluation Report Appeals Board voided the EPR, closing 15 January 1992.

The applicant was awarded the Air Force Commendation Medal, Third Oak Leaf Cluster (AFCM, 3 OLC) for the period 15 July 1993 through 30 September 1993.

On 26 July 1994, the applicant submitted an application for voluntary retirement, effective 1 February 1995.

On 2 December 1994, the applicant submitted a complaint of reprisal through his Congressman's office alleging mishandling of his retirement ceremony.

On 20 January 1995, the Secretary of the Air Force Inspector General (SAF/IG) completed their investigation of the applicant's complaint and found no evidence of reprisal. SAF/IG concluded that the alleged mishandling of the retirement ceremony was the result of poor communications between the squadron and the project NCO for the retirement, a lack of communication of the applicant to his squadron supervisor, and the short time period between the applicant's decision to participate in the wing ceremony and the ceremony's scheduled date.

On 1 February 1995, the applicant retired for maximum service or time in grade. He completed 26 years and 16 days of active service.

On 2 October 1995, the DOD/IG reviewed the SAF/IG report of investigation and found that the investigation adequately addressed the issues raised and further investigation of the matter was not warranted.

A resume of applicant's performance profile, since 1986, follows:

<u>PERIOD ENDING</u>	<u>EVALUATION OF PERFORMANCE</u>
30 Jun 86	9
30 Jun 87	9 (w/LOE)
30 Jun 88	9 (w/LOE)
30 Mar 89	9
30 Mar 90	5
30 Mar 91	5
15 Jan 92	Report removed by order of The Chief of Staff
* 5 Nov 92	5
5 Nov 93	5

\* Contested Report

AIR FORCE EVALUATION:

The Recognition Programs Branch, AFPC/DPPPPRA, reviewed this application and states the following:

a. Applicant's EPR, closing 30 March 1991, mentions the accomplishment for which he requests an AFCM or AFAM and which supposedly took place in Jun 91. The AMC/IGC report stated, "Not being awarded the Achievement Medal was not reprisal, because the reasons for disapproving it were based on merit." Applicant has not provided any explanation for the discrepancy in the dates (March 1991 vs. June 1991). In addition, there is no documentation provided to substantiate the his claim that a written recommendation was submitted into official channels.

b. Squadron policies regarding awards and decorations can not be considered by higher headquarters, only Air Force policy. Air Force Instruction 36-2803, paragraph 2.2.6, states, "No individual is automatically entitled to an award upon departure for an assignment. Do not establish preconditions for an award." Applicant has not provided any documentation to show that he attempted to resolve this matter in a timely manner through proper administrative channels.

c. There is no documentation provided to clarify what the applicant means by asking that "the date of the award be backdated to the date of his return from that TDY;" nor is there any documentation provided that shows other personnel who were on the same TDY trip received a decoration or when.

d. Applicant has failed to substantiate his claim that he was denied a decoration for renovation of supply facilities in June 1991. Mention of this accomplishment on his EPR, closing 30 March 1991, lends confusion to the actual date of the accomplishment. Without documentation to substantiate his earlier claim that award of the AFAM was denied, plus the fact the IG confirmed the denial was based on merit, and no documentation to show that the applicant attempted to resolve the matter through proper channels in a timely manner as required by Air Force Instructions, they cannot verify his eligibility for a decoration which has already been recognized in his EPR.

e. Decorations are not automatically awarded for completion of a tour, whether it is completion of the first part of an extended tour or the end of a tour. Applicant has not provided any documentation to show that he attempted to resolve the matter through proper channels in a timely manner as required by Air Force Instructions. Applicant did not provide any information on a decoration awarded upon his retirement or the period it covered. There is nothing in his records to reflect a retirement decoration. If a decoration was awarded upon his retirement, and it covered the period 7 July 1990 through 31 January 1995, he would not be eligible for an MSM for the period 7 July 1990 through 6 July 1993.

f. There is nothing in the applicant's records, and nothing was provided, to show when the AFCM w/3 OLC was awarded, and no date was requested for the change. No documentation has been provided to substantiate a claim that it was presented after the date of others' on the same TDY trip. Therefore, they recommend denial of the application as it pertains to decorations.

A complete copy of the Air Force evaluation is attached at Exhibit C.

The Chief, Inquiries/AFBCMR Section, AFPC/DPPPAB, reviewed this application and states the following:

a. Present Air Force policy does not allow for an automatic promotion as the applicant is requesting. Although applicant is requesting supplemental promotion consideration for the 92, 93, and 94 chief boards, these are actually cycles 93S9, 9489, and 94E9.

b. The first time the EPR, closing 5 November 1992, was considered in the promotion process was cycle 94S9 to chief master sergeant (promotions effective Jan 94 - Dec 94). Should the AFBCMR upgrade Block 7 to the highest rating possible, void the report in its entirety or make any other significant change, providing the applicant is otherwise eligible, he will be entitled to supplemental promotion consideration beginning with cycle 94S9.

c. The applicant believes that the EPR, closing 15 January 1992, which was removed from his records on 10 March 1993 had a negative impact on his promotion consideration for the chief boards in 92, 93, and possibly 94. Because this report was removed from the applicant's records on 10 March 1993, the only promotion cycle that could have been affected was cycle 93S9 (promotions effective Jan 93 - Dec 93). However, he was provided supplemental promotion consideration for cycle 93S9 and was not selected in the supplemental process.

d. Concerning the applicant's request for three decorations. It is noted that the Office of Primary Responsibility (OPR) for Air Force Decorations (AFPC/DPPPRA) has reviewed this case and recommended the applicant's request be denied. They defer to their recommendation. Since it is unknown at the present what decorations the applicant may be awarded, if any, it is not possible at this time to determine what supplemental promotion consideration would be warranted should his request for these decorations be granted. Therefore, they recommend denial of applicant's requests.

A complete copy of the Air Force evaluation is attached at Exhibit D.

The Acting Chief, BCMR and SSB Section, AFPC/DPPPA, reviewed this application and states the following:

a. Applicant submitted an appeal in 1993 under the provisions of AFR 31-11, Correction of Airman and Officer Evaluation Reports, to request removal of the EPR, closing 15 January 1992. The Evaluation Report Appeal Board (ERAB) approved the request and voided the EPR. The case folder on the applicant has since been destroyed, as they are only retained on file for three years. The applicant now states the EPR was present when he was considered by the 1992, 1993, and 1994 CMSgt boards.

b. The application may be dismissed under the equitable doctrine of laches, which denies relief to one who has unreasonably and inexcusably delayed in asserting a claim. Laches consists of two elements: inexcusable delay and prejudice to the Air Force resulting therefrom. In the applicant's case, he has waited four years to file and took no action on the claim before that. The applicant has inexcusably delayed his appeal (providing no explanation) and, as a result, the Air Force no longer has documents on file, memories fade, and this complicates the ability to determine the merits of the application. In addition, the test to be applied is not whether the applicant discovered the error within three years, but whether, through due diligence, it was discoverable. Clearly, the alleged error(s) upon which he relies have been discoverable since the alleged error(s) occurred. The Air Force asserts that applicant's unreasonable delay regarding a matter now dating back four years has greatly complicated its ability to determine the merits of the applicant's position.

c. The overall rating of the EPR, closing 5 November 1992, is a "5." While they do not contest the previous EPR (closing 15 January 1992) was written in reprisal, they do not agree that the downgrade in section III was also a result of reprisal. The applicant's letter of reprimand was dated 19 December 1991 which would have affected the subsequent EPR (which has now been removed from the applicant's record). Obvious by their absence are statements from the evaluators during the contested period. In order to successfully challenge the validity of an evaluation report, it is important to hear from the evaluators--not necessarily for support, but at least for clarification/explanation. The applicant has not provided any such documentation. Without benefit of these statements, they can only conclude the EPR is accurate as written.

d. Evaluation reports are considered accurate as written unless substantial evidence to the contrary is provided. As such, they receive exhaustive reviews prior to becoming a matter of record. Any report can be rewritten to be more hard hitting, to provide embellishments, or enhance the ratee's promotion potential. But the time to do that is before the report becomes a matter of record. The appeals process does not exist to recreate history or enhance chances for promotion. It appears

this is exactly what the applicant is attempting to do-recreate history. As such, they are not convinced the contested report is not accurate as written and do not support the request for removal.

e. The applicant contends that even though the EPR, closing 15 January 1992, was removed, it was on file for the 1992, 1993, and 1994 CMSgt boards. They defer to the AFPC/DPPPWB advisory regarding this issue.

f. Insufficient relevant evidence has been presented to demonstrate the existence of probable error or injustice in regard to the applicant's request for direct promotion to the grade of CMSgt. **An** individual may be qualified for promotion, but, in the judgment of a selection board-vested with discretionary authority to make the selections--he may not be the best qualified of those available for the limited number of promotion vacancies. Absent clear-cut evidence the applicant would have been a selectee by any of the boards for which he was eligible, they believe a duly constituted board applying--the complete promotion criteria is in the most advantageous position to render this vital determination. The board's prerogative to do so should not be usurped except under extraordinary circumstances. Further, to grant a direct promotion would be unfair to all other individuals who have extremely competitive records and also did not get promoted. They do not support direct promotion. Therefore, they recommend denial of his request to change the EPR, closing 5 November 1992 and do not support direct promotion.

A complete copy of the Air Force evaluation is attached at Exhibit E.

---

APPLICANT'S REVIEW OF AIR FORCE EVALUATION:

The applicant's counsel reviewed the Air Force evaluations and states that:

a. Concerning the timeliness of the application, the applicant continuously fought his case since the unfair treatment began 7 years ago. In addition, the applicant retired on 31 January 1995; therefore, his application is timely filed.

b. Although AFPC/DPPPA concedes the EPR, closing 15 January 1992, was a reprisal action, they contend this does not prove the EPR, closing 5 November 1992 was. Counsel contends it flies in the fact of logic that the second lieutenant who wrote the EPR, closing 5 November 1992, and who worked directly for the captain who was the repriser, was totally uninfluenced by her. Absent evidence to the contrary from the government, applicant is entitled to the benefit of the doubt. AFPC/DPPPA's implication

that applicant must obtain statements from the evaluators is both illogical and wrong. With such junior officers there is a chance that they are still on active duty. For them to admit they engaged in reprisals is unlikely and they would be putting themselves at risk for criminal charges.

c. AFPC/DPPPA does not support a direct promotion; however, they do not say it cannot be done. The Secretary has granted direct promotions without the involvement of promotion board. He believes this is the most logical and equitable resolution.

d. Apparently AFPC/DPPRA had some confusion in regard to the March and June dates pertaining to their request for an AFCM or AFAM for the renovation project in 1991. The renovation project took many months (including March) and it came to an end in June. Applicant and counsel stand by their arguments in their initial application, including the laudatory comments in the March 1991 EPR which support the other statements made by the applicant.

e. AFPC/DPPRS contends that squadron policies regarding awards and decorations cannot be considered by higher headquarters, only Air Force policy, but they fail to cite any authority for this claim. Counsel contends the Board has authority under its broad mandate to consider almost anything it reasonably believes is relevant. Failure of a unit to adhere to its own regulations and policies should result in relief being granted to the applicant who was hurt by the failure.

f. Applicant's request for backdating of the AFCM, 3 OLC, is not unreasonable. The AFCM, 3 OLC, should have been awarded in a timely fashion.

g. Counsel accepts AFPC/DPPPAB's correction of the promotion board dates, but not the fact that these boards took place later actually increases the likelihood the prejudicial matters were considered by those boards.

h. During applicant's last 8 years of service, he provided specialized logical support for 3 Presidents and Vice-Presidents, cabinet members, heads of state and other high-ranking US and foreign officials. Assignment to the elite Presidential support wing at ██████████ usually indicates that you have established a good record. Applicant's record prior to the discrimination and reprisals against him certainly falls into this category. His 1990 through 1991 EPR prior to these reprisals recommended him for promotion to E-9. It is unusual for a government agency to actually rule that a reprisal actually took place, but they have submitted proof of this. It is a rare case where the applicant can prove every item he asserts, but fortunately the Board is allowed to use its knowledge of human affairs to make logical assumptions.

Counsel's complete submission is attached at Exhibit I.

---

THE BOARD CONCLUDES THAT:

1. The applicant has exhausted all remedies provided by existing law or regulations.
2. The application was timely filed.
3. Insufficient relevant evidence has been presented to demonstrate the existence of probable error or injustice. In this respect, we note that the applicant makes a number of contentions regarding loss or delay of decorations; however, he has provided no documentation to support his request. Even if the Board were to favorably consider this portion of his request, he was provided no clarification as to what he means by asking that, "the date of the award be backdated to the date of his return from TDY." It appears that he wants to be awarded certain medals in which he has provided no support from individuals who would have been in a position to have recommended him for these awards. In regard to the contested EPR, we note that the applicant has provided insufficient evidence to indicate that the contested report is in error or unjust. In view of the above findings, we find no basis upon which to recommend favorable consideration of his request for promotion. We believe the detailed comments of the appropriate offices of the Air Force adequately address the applicant's contentions. Therefore, we agree with the opinions and recommendations of the Air Force and adopt their rationale as the basis for our conclusion that the applicant has not been the victim of an error or injustice. In the absence of evidence to the contrary, we find no compelling basis to recommend granting the relief sought in this application.
4. The applicant's case is adequately documented and it has not been shown that a personal appearance with or without counsel will materially add to our understanding of the issue(s) involved. Therefore, the request for a hearing is not favorably considered.

---

THE BOARD DETERMINES THAT:

The applicant be notified that the evidence presented did not demonstrate the existence of probable material error or injustice; that the application was denied without a personal appearance; and that the application will only be reconsidered upon the submission of newly discovered relevant evidence not considered with this application.

---



DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS AIR FORCE PERSONNEL CENTER  
RANDOLPH AIR FORCE BASE TEXAS



NOV 12 1997

MEMORANDUM FOR AFBCMR

FROM: HQ AFPC/DPPPA  
550 C Street West, Suite 8  
Randolph AFB TX 78150-4710

SUBJECT: [REDACTED]

Requested Action. The applicant, through counsel, requests promotion to Chief Master Sergeant (CMSgt) with back pay and entitlements. He also makes several other requests regarding enlisted performance reports (EPRs), decorations, and a letter of reprimand. We address only the EPR issues.

Basis for Request. The applicant contends that all actions taken against him were the result of reprisal for reporting fraud, waste and abuse.

Recommendation. Time-bar. If, however, the AFBCMR considers, then we recommend denial.

Facts and Comments.

a. The application is not timely filed. The applicant submitted an appeal in 1993 under the provisions of AFR 31-11, Correction of Airman and Officer Evaluation Reports, 15 Mar 90, to request removal of his 15 Jan 92 EPR. The Evaluation Report Appeal Board approved the request and voided the EPR. The case folder on the applicant has since been destroyed, as they are only retained on file for three years. The applicant now states the EPR was present when he was considered by the 1992, 1993, and 1994 CMSgt boards.

b. The application may also be dismissed under the equitable doctrine of laches, which denies relief to one who has unreasonably and inexcusably delayed in asserting a claim. Laches consists of two elements: inexcusable delay and prejudice to the Air Force resulting therefrom. In the applicant's case, he has waited four years to file and took no action on the claim before that. The applicant has inexcusably delayed his appeal (providing no explanation) and, as a result, the Air Force no longer has documents on file, memories fade, and this complicates the ability to determine the merits of his position. In addition, the test to be applied is not whether the applicant discovered the error within three years, but whether, through due diligence, it was discoverable (see OpJAGAF 1988/56, 28 Sep 88, and the cases cited therein). Clearly, the alleged error(s) upon which he relies have been discoverable since the alleged error(s) occurred.

9703061

In short, the Air Force asserts that the applicant's unreasonable delay regarding a matter now dating back four years has greatly complicated its ability to determine the merits of the applicant's position.

c. The governing regulation is AFR 39-62, Enlisted Evaluation System, 1 May 89.

d. **5 Nov 92 EPR.** The applicant requests item 7, Communication Skills, section III, be upgraded.

(1) We note the overall rating of the EPR is a "5." While we **do** not contest the previous EPR (15 Jan 92) was written in reprisal, we do not agree that the downgrade in section III was also a result of reprisal. The applicant's letter of reprimand was dated 19 Dec 91 which would have affected the subsequent EPR (which has now been removed from the applicant's record).

(2) Obvious by their absence are statements from the evaluators during the contested period. In order to successfully challenge the validity of an evaluation report, it is important to hear from the evaluators--not necessarily for support, but at least for clarification/explanation. The applicant has not provided **any** such documentation. Without benefit of these statements, we can only conclude the EPR is accurate as written.

(3) Evaluation reports are considered accurate as written unless substantial evidence to the contrary is provided. As such, they receive exhaustive reviews prior to becoming a matter of record. **Any** report can be rewritten to be more hard hitting, to provide embellishments, or enhance the ratee's promotion potential. But the time to do that is **before** the report becomes a matter of record. The appeals process does not exist to recreate history or enhance chances for promotion. It appears this is exactly what the applicant **is** attempting to do--recreate history. **As** such, we are not convinced the contested report is not accurate as written and do not support the request for removal.

e. **15 Jan 92 EPR** The applicant contends that even though this report was removed, it was on file for the **1992, 1993, and 1994 CMSgt** boards. We defer to the HQ AFPC/DPPPWB advisory, dated 28 Oct 97.

f. Insufficient relevant evidence has been presented to demonstrate the existence of probable error or injustice in regard to the applicant's request for direct promotion to the grade of **CMSgt.** **An** individual may be qualified for promotion, but, in the judgment of a selection board--vested with discretionary authority to make the selections--he may not be the best qualified of those available for the limited number of promotion vacancies. Absent clear-cut evidence the applicant would have been a selectee by any of the boards for which he was eligible, we believe a duly constituted board applying the complete promotion criteria is in the most advantageous position to render this vital determination. The board's prerogative to do so should not be usurped except under extraordinary circumstances. Further, to grant a direct promotion would be unfair to all other individuals who have extremely competitive records and also did not get promoted. **We** do not support direct promotion.

9703061

Summary. We recommend this appeal be time-barred. The applicant has offered no valid explanation why he has waited more than three years since his **AF I 36-2401** appeal to once again challenge the contested EPR. This, in itself, makes it difficult for us to render an opinion on this appeal. Regardless, if the AFBCMR considers, then we recommend denial to change the 5 Nov 92 EPR. Further, we do not support direct promotion.



**CHERYL J. BRANNON**  
Acting Chief, BCMR and **SSB** Section  
Directorate of Pers Program **Mjt**



01703061



b. Squadron policies regarding awards and decorations can not be considered by higher headquarters, only Air Force policy. Air Force Instruction **36-2803**, paragraph **2.2.6**, states, "No individual is automatically entitled to an award upon departure for an assignment. Do not establish preconditions for **an** award." Applicant has not provided any documentation to show that he attempted to resolve this matter in a timely manner through proper administrative channels.

c. There is no documentation provided to clarify what the applicant means by asking that "the date of the award be backdated to the date of his return from that **TDY**;" nor is there any documentation provided that shows other personnel who were on the same **TDY** trip received a decoration or when.

#### **4. DISCUSSION.**

a. Applicant has failed to substantiate his claim that he was denied **a** decoration for renovation of supply facilities in Jun 91. Mention of this accomplishment on his **Mar 91 EPR** lends confusion to the actual date of the accomplishment. Without documentation to substantiate his earlier claim [92 IG report] that award of the AFAM was denied, plus the fact the IG confirmed the denial was based on merit, and no documentation to show that the applicant attempted to resolve the matter through proper channels in a timely manner as required by Air Force Instructions, we can not verify his eligibility for a decoration which has already been recognized in his EPR.

b. Decorations are not automatically awarded for completion of a tour, whether it is completion ~~of~~ the first part of an extended tour or the end of a tour. Applicant **has** not provided any documentation to show that he attempted **to** resolve the matter through proper channels in a timely manner as required by Air Force Instructions. Applicant did not provide any information on a decoration awarded upon his retirement (**31 Jan 95**) or the period it covered. There is nothing in his records to reflect a retirement decoration. If **a** decoration was awarded upon his retirement, and it covered the period **7 Jul 90-31 Jan 95**, he would not be eligible for **an** MSM for the period **7 Jul 90-6 Jul 93**.

c. There is nothing in the applicant's records, and nothing was provided, to show when the AFCM w/3 OLC was awarded, and no date was requested for the change. No documentation has been provided to substantiate a claim that it **was** presented after the date of others' on the same TDY trip.

9703061

---

5. \_\_\_\_\_ TION

a. We recommend disapproval of the applicant's request for award of the Air Force Commendation Medal or Air Force Achievement Medal for accomplishments in Jun 91.

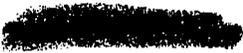
b. We recommend disapproval of the applicant's request for award of the Meritorious Service Medal for the period 7 Jul 90-6 Jul 93.

c. ~~We~~ recommend disapproval of the applicant's request to backdate the Air Force Commendation Medal with 3d Oak Leaf Cluster (15 Jul 93-30 Sep 93) to the date of his return from TDY so ~~an~~ SSB for that year ~~can~~ consider it.

FOR THE COMMANDER



GEORGIA A. WISE, DAFC  
Recognition Programs Branch  
Promotions, Eval & Recognition Div



97 03061

7. Exception: 1100th Support Wing has award authority for MSMs for retirement, separation, and posthumous, and lesser awards for all conditions to include Air Force element personnel.
8. DRUs with flying missions
9. Only when specifically delegated by MAJCOM/CC.

## Chapter 2

### WHEN TO RECOMMEND AN INDIVIDUAL FOR A US MILITARY DECORATION

**2.1. Eligibility.** All military personnel on active duty are eligible for consideration for a US military decoration. Members of Reserve components, while participating in authorized periods of training or while in inactive status, are eligible for consideration of a military decoration. Recognize members assigned to DoD activities with either an Air Force or DoD award. Do not use approval or disapproval of either the Air Force or DoD award as the basis for consideration of the other award.

#### **2.2. Submitting Recommendations.**

**2.2.1.** Do not submit recommendations in a token effort to "do something for your people."

**2.2.2.** Restrict recommendations to recognizing meritorious service, outstanding achievement, or acts of heroism that clearly place individuals above his or her peers.

**2.2.3.** Base recommendations on specific projects, plans, programs, or actions which are or will be beneficial to the Air Force.

**2.2.4.** Superior duty performance, attainment of honors based solely on academic achievement (such as graduating with honors from a noncommissioned officer academy or other course of instruction), or receipt of other forms of recognition (for example, selection as airman of the month or year or identification as a superior performer by the Inspector General) do not in themselves justify a recommendation for a military decoration.

**2.2.5** Each decoration prescribes standards which define the degree and magnitude of an act, achievement, or service, considered worthy for awarding that particular decoration. (See table 2.1.)

**2.2.6.**

Do not use military decorations for incentives or as prizes in contests.

**2.2.7.** Evaluate all related facts regarding the service of any person before recommending or awarding a decoration.

**2.2.8.** The reassignment or retirement of a commander or supervisor is not a basis for recommending decorations to subordinates.

**2.2.9.** Award only one decoration for the same act, achievement, or period of service.

**2.2.10.** Do not award or present a decoration to any person whose entire service for the period covered by the decoration has not been honorable.

#### **2.3. Recommendations Based on Meritorious Service.** Upon a completed period of service.

**2.3.1. Permanent Change of Station (PCS).** A move from one geographical area to another. On rare occasions, consider a decoration for service involving assignments in two commands, providing the individual being reassigned did not receive an award from losing command. The losing command must provide input for the service at that command and must concur with the level of decoration recommended.

**2.3.2. Permanent Change of Assignment (PCA).** Reassignment from one unit to another on the same base or from one office or duty section to another located at the same organization. The new assignment must be markedly different from the previous duty to meet the intent of the completed period of service requirement.

**2.3.3. Extended Tour (EXT TOUR).** Not a PCS or PCA, but clearly outstanding and unmistakably exceptional service for an extended period of at least 3 years for award of the Bronze Star Medal (BSM) and lesser decorations or at least 4 years for award of the LOM.

**2.3.3.1.** Don't consider individuals for a completed period of service award (except retirement) unless at least 2 years have elapsed after the extended period award.

**2.3.4. Retirement.** Review records and consider the individual's entire career to determine the appropriate level of decoration for retirement. Prepare the recommendation using the most recent period of service.

**NOTE:** Decorations for retirement normally terminate on the last day of the month for Regular Air Force personnel. Process recommendations for retirement in time for a presentation ceremony and to permit processing and appropriate entries on retirement documents.

**24. Recommendations Based on Outstanding Achievement.** Recognize a single specific act or accomplishment separate and distinct from regularly assigned duties, such as successfully completing important projects or on reaching major milestones of a long-term project or negotiations or accomplishments in a temporary duty (TDY) status. (A significant project accomplished within regularly assigned duties may meet the criteria.)

970306'

2.4.1. An outstanding achievement award covers a short period of time with definite beginning and ending dates. Submit at any time within the prescribed time limits.

2.4.2. Submit a recommendation only when you have no other way to recognize the achievement and waiting would diminish the significance of the accomplishment. Do not use outstanding achievement to justify decorations when the conditions for a completed period of service have not been met.

2.4.3. You may recommend an award for meritorious service at the end of assignment even if the individual received an award for outstanding achievement during the time included in the recommendation; however, do not include previously recognized acts or achievements in the justification for the later award.

2.5. Recommendations Based on Heroism. Clearly state that the act characterizes courage, intrepidity, or gallantry. When the act involved voluntary risk of life, you must clearly show that the individual would not have been censured had he or she not voluntarily accomplished the acts.

2.6. Recommendations Based on Aerial Achievements. Recognize aircrew members involved with operating aircraft or other personnel performing aircrew member duties. The recommendations must clearly substantiate exceptional performance and outstanding airmanship above that normally expected of professional airmen.

2.7. Posthumous Recommendations. Base posthumous awards for a deceased person using the same criteria you use for a living person.

Table 21. United States Military Decorations.							
Decoration (See note 1.)	Awarded For			Awarded To			
	Heroism	Service	Achievement	US		FOREIGN	
				Mil	Civ	Mil	Civ
Medal of Honor (MOH)	Yes (See notes 2 and 3.)	No		Yes	No	No	
Air Force Cross (AFC)	Yes (See notes 2 and 4.)	No		Yes		Yes	
Distinguished Service Medal (DSM)	No	Yes (See note 5.)		Yes		No	
Silva Star (SS)	Yes (See notes 2 and 6.)	No		Yes		Yes	
Legion of Merit (LOM)	No	Yes		Yes (See note 7.)	No	Yes (See note 8.)	No
Distinguished Flying Cross (DFC)	Yes (See note 9.)	No	Yes (See note 9.)	Yes	No	Yes	No
Airman's Medal (AmmM)	Yes (See note 10.)	No		Yes	No	Yes	No
Bronze Star Medal (BSM) (See notes 2 and 11.)	Yes	Yes		Yes		Yes	
Purple Heart (PH) (See note 12.)	No	No		Yes (See note 13.)		No	
Meritorious Service Medal (MSM)	No	Yes (See note 14.)		Yes	No	Yes (See note 15.)	No
Air Medal (AM)	Yes	No	Yes (See note 16.)	Yes		Yes	No
Aerial Achievement Medal (AAM)	No	No	Yes (See note 17.)	Yes		No	
Air Force Commendation Medal (AFCM)	Act of	Yes (See note 18.)		Yes (See note 19.)	No	Yes	No
Air Force Achievement Medal (AFAM)	No	Yes (See note 20.)		Yes (See note 21.)	No	Yes (See note 21.)	No

(Notes to table on next page)

9703041

**NOTES:**

1. Refer to DoD 1348.33-M for **authorization, specific award requirements and brief description of these decorations.**
2. While engaged in **an action against an enemy of the US, or while engaged in military operations involving conflict with an opposing foreign force, or while serving with friendly foreign forces engaged in an armed conflict against an opposing force in which the US is not a belligerent party.**
3. **Awarded for conspicuous gallantry and intrepidity at the risk of life above and beyond the call of duty. See DoD 1348.33-M for courtesies and privileges. Award the Air Force design of the MOH on or after 1 November 1965. (Refer to attachment 3 for application enrollment forms.)**
4. **Awarded for extraordinary heroism, not justifying award of the MOH.**
5. **Awarded for exceptionally meritorious service to the US in a duty of great responsibility. The basic award may be made for a completed period of outstanding service; however, restrict subsequent awards prior to retirement to extraordinary, specific achievements during one or more periods of service. This is the highest peacetime Air Force decoration awarded.**
6. **Awarded for gallantry in action that does not warrant the MOH or AFC. Gallantry in action nears heroism of high degrees including risk of life.**
7. **Awarded for exceptionally meritorious conduct in the performance of outstanding service to the US. In peacetime, awards to US military personnel are limited to:**
  - 7.1. **Service in an extremely difficult duty that is performed in a clearly exceptional manner, if such service is of marked national or international significance to the Air Force or the DoD.**
  - 7.2. **Or service that has aided the US in furthering its national policies.**
  - 7.3. **Or service which has furthered the interest or the security of the US.**
  - 7.4. **Or service that has furthered the interests or the security of the US, or any nation allied or associated with the US during a period of national emergency declared by the President or Congress. Superior performance of normal duties will not alone justify award of this decoration.**
8. **There are four degrees awarded to foreign military personnel. (Degrees of Chief Commander, Commander, Officer and Legionnaire). Refer to DoD 1348.33-M for the specific award criteria for each degree.**
9. **While participating in aerial flight. Heroism or achievement must be entirely distinctive, involving operations that are not routine. Not awarded for sustained operational activities and flights.**
10. **Involving voluntary risk of life under conditions other than those of conflict with an armed enemy of the US. The saving of a life or the success of the voluntary heroic act is not essential. Do not award for normal performance of duties.**
11. **Not involving participation in aerial flight. Award the "V" (see attachment 3) device for heroism. Do not wear more than one "V" device.**
12. **Awarded for wounds received or death after being wounded While serving in any capacity with one of the US Armed Forces after 5 April 1917. Refer to DoD 1348.33-M for specific conditions.**
13. **Any US civilian while serving under competent authority in any capacity with the Air Force.**
14. **Awarded for outstanding noncombat meritorious achievement or service to the US. Level of achievement or service is less than that required for LOM.**
15. **Do not award to foreign military personnel in the grade of brigadier general or higher.**
16. **Awarded for single acts of achievement while participating in aerial flight. Required achievement is less than that required for the DFC, but must be accomplished with distinction above and beyond that expected of professional airmen. Not awarded for peace time sustained operational activities/flights.**
17. **Awarded for sustained meritorious achievement while participating in aerial flight. MAJCOMs, FOAS, DRUs will identify the missions and positions to qualify for the award. Not awarded for single event flights.**
18. **Awarded for outstanding achievement or meritorious service; or acts of courage that do not meet the requirements for award of the AmnM or BSM, and sustained meritorious performance by crew members.**
19. **Do not award to general or flag officer grade. Place emphasis on award to outstanding company grade officers and junior NCOs whose achievements and services meet the standards.**
20. **Awarded for outstanding achievement or meritorious service and acts or acts of courage that do not meet the requirements of the AFAM. Place emphasis on award to junior officers and airmen whose achievements and service meet the standards. Do not award more than one AFAM during a 1-year period except under extraordinary circumstances. Do not award for aerial achievement or retirement.**
21. **Do not award to colonels (O-6) or above.**

9203061

## Chapter 3

**WEEN TO INITIATE AND HOW TO PREP — PROCESS AND  
COMPLETE A RECOMMENDATION**

**3.1. Initiating a Recommendation.**

**NOTE:** A recommendation is placed in official channels when the recommending official signs the recommendation and a higher official in the chain of command endorses it.

3.1.1. You may resubmit recommendations that were placed into official channels within the prescribed time limits, but no award was made because the recommendation was lost or, was not processed or acted on due to administrative error.

Process the recommendation following the original channels. **NOTE:** When organizations no longer exist, process the recommendation through the replacement organizations.

**3.2. Preparing a Recommendation.** Submit a Recommendation for Decoration Printout (RDP-DECOR6), descriptive justification, and citation for an individual recommendation. Submit an RDP, descriptive justification, and citation for each person when more than one person is recommended for the same decoration and for the same act, achievement, or service.

**3.2.1. Content.** Classify recommendations according to content. Consider a recommendation "for official use only" until the awarding authority announces its final decision.

**3.2.2. Classified.** Do not include any classified, highly sensitive, or special category information requiring special handling procedures in regular recommendations for decorations.

**3.2.3. RDP-DECOR6.** Prepare an individual recommendation on an RDP-DECOR 6. Attach the justification.

**3.2.3.1.** Use a memorandum or letter for an individual recommendation for a foreign officer, separated member or a member from another service. The memorandum or letter must contain same information as the RDP.

**3.2.4. Descriptive Justification.** Fully justify all award recommendations to avoid the perception that decorations are automatic. Avoid generalities, broad or vague terminology, superlative adjectives or a recapitulation of duties performed. The justification must provide concrete examples of exactly what the person did, how well he or

she did it, what the impact or benefits were, and how that person significantly exceeded duty performance. Use the following formats:

- Prepare Air Force Achievement Medal (AFAM) justification on Air Force Form 642, Air Force Achievement Medal and Air Force Commendation Medal Justification or on the AF Form 2274, Air Force Achievement Medal Certificate.
- Prepare Air Force Commendation Medal justification on AF Form 642 or on bond paper when the description does not lend itself to the AF Form 642.
- Prepare other decoration justification as a narrative using a blocked, paragraphed or talking paper format (bullet). Limit Distinguished Service Medal (DSM) justification to three pages, however, don't prepare a narrative justification for retirement DSMs on retiring "Active Duty" General Officers. Descriptive justification is required on all Air National Guard and Air Force Reserve personnel for all grades and decoration conditions. Limit Legion of Merit and lesser decoration justification to one page.
- Prepare justification for decorations based on retirement as an endorsement memorandum or letter or using the above formats.

**3.25. Citations.** See attachments 4 and 5 for how to complete citations.

**3.26. Additional Attachments.** A recommendation may include supporting documentation, if the person initiating the recommendation does not have firsthand knowledge of the act or service performed or official supporting records. Attach a copy of the citation for outstanding achievement to the recommendation when a decoration based on outstanding achievement was awarded during the period of service being recognized by a meritorious service recommendation.

**3.3. Processing a Recommendation.** Forward all recommendations through the normal chain of command of the person being recommended. The commander or vice commander at each headquarters designated to review recommendations must personally review and sign the forwarding endorsement for each. Each intermediate commander must recommend approval or disapproval of the recommendation or recommend award of a higher or lesser decoration.

**3.3.1.** Forward recommendations placed in official channels to the designated approval or disapproval

authority for final action, regardless of whether intermediate endorsing officials or commanders determine the award does not meet the criteria.

**3.3.2. Process recommendations** submitted on individuals or on a group of individuals from various organizations to recognize a single act or outstanding achievement through the project or operation commander's chain of command. Obtain concurrence from the recommendee's commander prior to submitting the recommendation.

**3.3.3. Forward recommendations requiring SAF approval through command channels** to HQ AFMPC/ DPMASA. Send original and one copy of the DECOR 6, Narrative, and endorsement correspondence and original and 6 copies of the citation, with SSAN. Enter a personnel transaction (PERSTRAN HCS40) into the system. Verify the transaction was accepted prior to sending the decoration package to HQ AFMPC /DPMASA. If the recommendation is classified, send the unclassified portion to AFMPC/DPMASA and send the classified portion directly to AFPC. Forward recommendations for Air Force decorations from joint or unified commands to HQ 1100th Support Wing.

**3.3.4. Forward recommendations for Air Force decorations** to sister service personnel to the Air Force commander who exercises awarding authority as if the individual were an Air Force member. Obtain written concurrence through HQ AFMPC/DPMASA from the individual's parent service before final approval. Provide AFMPC/DPMASA with two complete copies of the recommendation package.

**3.3.5. Reviewing officials** at any level may return recommendations for administrative correction or for more supporting data. Do not consider these recommendations as having been removed from official channels, but return them without delay to the reviewing or awarding authority.

**3.3.6. Recommending officials** who wish to withdraw recommendations already in official channels must send a memorandum or letter through command channels to the awarding authority requesting disapproval, with reasons. Intermediate endorsing officials or commanders must forward these recommendations. Their endorsement must recommend either approval or disapproval to the awarding authority.

**3.3.7. Forward requests** for reconsidering disapproved or downgraded recommendations through the same official channels as the original recommendation. The justification for reconsideration must be in memorandum or letter format, not to exceed one page. Attach a copy of the original recommendation with all endorsements and new citation. Submit request into official channels within 1 year the date of the awarding authority's decision. A one-time reconsideration by the award authority is final.

**3.4. Completing a Recommendation.** Once an award has been approved, prepare a certificate (attachment 7),

impress a seal on the citation and publish special orders. See figure 3.1 for distribution of the elements. See figure 3.2 for actions on disapproved decorations.

**3.4.1. Reflect the oak leaf cluster**, if applicable, on the certificate and/or citation. A designated authority signs the certificates, include the duty title below the signature. Place the word "Posthumous" below the decoration's title on the citation when the basis for the award is posthumous. Do not place "Posthumous" on the certificate.

**3.4.2. Publish the authority** for awarding a decoration in the award authority's special order. The effective date of all decorations is the closing date of the service period recognized regardless of the order date.

**3.4.2.1. Special orders announcing approved decorations** include authority and descriptive basis for the award; recipient's grade, name, social security number (SSN), personnel accounting symbol (PAS) code, the date the recommendation for decoration printout (RDP) was computer generated, and the condition code. Identify members of the other branches of the Armed Forces and foreign military personnel. Include also the number of the oak leaf cluster, if applicable; statement that decoration is posthumous, if applicable; date or period covered; effective date, when publishing order before closing date of the period covered and the effective date of the period covered. See table 3.1 and attachment 6 for appropriate descriptive basis for the decorations and additional information for preparing orders.

**3.4.2.2. Publish special orders** relating to foreign nationals and posthumous decorations and dispatch with other award elements.

**3.4.2.3. Award decorations** in order of the service performed. However, you can base the decoration sequence on the order in which the decoration was approved when operational conditions prevented a chronological processing of the award.

**3.5. Refused Decorations.** A member may refuse to accept an approved decoration and may elect not to wear that decoration. File documents which prove the individual did not accept the award along with a copy of the citation and special order in his or her UPRG. Update the decoration as an approved award. Do not revoke the special order.

**3.6. Presenting Decorations.** Timely presentation is essential. Hold the presentation ceremony at the earliest possible date after the award was approved.

**3.6.f. When a second or later award** of the same decoration is presented, except in awards to foreign nationals and those presented posthumously, the appropriate basic medal, with one or more oak leaf clusters (OLC) attached to the suspension ribbon, is used for presentation only (an OLC to a decoration does not indicate it is a higher award than the basic decoration). After the ceremony take the



DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS AIR FORCE PERSONNEL CENTER  
RANDOLPH AIR FORCE BASE TEXAS

20 OCT 1997

1947 - 1997

MEMORANDUM FOR AFPC/DPPPAB  
AFBCMR  
IN TURN

FROM: AFPC/DPPPWB  
550 C Street West, Ste 09  
Randolph AFB TX 78150-4711

SUBJECT: Application for Correction of Military Records [REDACTED]

Requested Action. The applicant through his civilian attorney is requesting promotion to chief master sergeant (E-9) or if this is not possible, supplemental promotion consideration for the 92, 93, and 94 chief boards. In addition, he is requesting three decorations, the 3 rating he received in Block 7 (Communications **Skills**) on his Enlisted Performance Report (EPR) closing 5 Nov 92 (which was a result of the Letter of Reprimand he received for filing a protected communication complaint with the Group Commander) be upgraded to the highest rating possible, ~~or~~ if this cannot be done the entire report be deleted. We also believes his EPR closing 15 Jan 92, which was removed from his records on 10 Mar 93, could have been reviewed by the 92, 93, and possibly the 94E9 boards thus having a negative impact during his promotion consideration for these cycles.

Reason for Request. Applicant is seeking relief from damage that was done to his career in reprisal for whistleblower actions on his part. He has provided copies of an Inspector General Report as well as a Report of Inquiry in support of his request.

Facts. The applicant retired from the Air Force on 1 Feb 95 in the grade of senior master sergeant (E-8) after serving 26 years and 16 days active service.

Discussion.

a. Present Air Force policy does not allow for an automatic promotion as the applicant is requesting. .

b. While the applicant is requesting supplemental promotion consideration for the 92, 93, and 94 chief boards, these are actually cycles 9389, 9489, and 94E9.

9703061

c. Concerning the Enlisted Performance Report closing 5 Nov **92**. The first time this report was considered in the promotion process was cycle **9489** to chief master sergeant (promotions effective Jan **94** - Dec **94**). Should the AFBCMR upgrade Block 7 to the highest rating possible, void the report in its entirety or make any other significant change, providing the applicant is otherwise eligible, he will be entitled to supplemental promotion consideration beginning with cycle **94S9**.

d. The applicant believes that his EPR closing 15 Jan **92** which was removed from his records on 10 ~~Mar~~ **93** had a negative impact on his promotion consideration for the chief boards in **92**, **93**, and possibly **94**. Because this report was removed from the applicant's records on 10 Mar **93**, the only promotion cycle that could have been affected ~~was~~ cycle **9389** (promotions effective Jan **93** - Dec **93**). However, he was provided supplemental promotion consideration for cycle **93S9** and was not selected in the supplemental process.

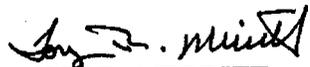
e. Concerning the applicant's request for three decorations. It is noted that the Office of Primary Responsibility (OPR) for Air Force Decorations (AFPC/DPPRA) has reviewed this case ~~and~~ recommended the applicant's request be denied. We defer to their recommendation. Since it is unknown at the present what decorations the applicant may be awarded, if any, it is not possible at this time to determine what supplemental promotion consideration would be warranted should his request for these decorations be granted.

f. In *summary*, there are no provisions to authorize an automatic promotion to chief master sergeant nor do we recommend this be done. Should the AFBCMR upgrade Block 7 of his EPR closing 5 Nov **92**, void ~~the~~ report in its entirety, or make any other significant change, the applicant will be entitled to supplemental promotion consideration beginning *with* cycle **9489**. Because the applicant's EPR closing 15 Jan **92** was removed from his records on 10 ~~Mar~~ **93**, the only promotion cycle this ~~report~~ would have been in his records was cycle **93S9**. Therefore, as previously indicated, he was provided supplemental promotion consideration for the **93S9** cycle and ~~was~~ not selected for promotion. Since it is unknown what decorations the applicant ~~may~~ be awarded, if any, it is not possible at this time to determine what supplemental promotion consideration may be warranted should his request for any of these decorations be granted. Should the applicant be authorized any decorations by the AFBCMR, once this action is finalized, a determination can be made ~~as~~ to what supplemental promotion consideration he may be entitled.

9703061

---

Recommendation. See discussion paragraph f above.



TONY R. MERRITT  
Chief, Inquiries/AFBCMR Section  
Enlisted Promotion Branch



9703061

---

---