



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

AUG 31 1998

Office of the Assistant Secretary

AFBCMR 97-03173

MEMORANDUM FOR THE CHIEF OF STAFF

Having received and considered the recommendation of the Air Force Board for Correction of Military Records and under the authority of Section 1552, Title 10, United States Code (70A Stat 116), it is directed that:

The pertinent military records of the Department of the Air Force relating to [REDACTED], be corrected to show that he was awarded the Air Medal, First Oak Leaf Cluster (AM 1OLC), for outstanding achievement, on 29 August 1995, with a Request for Decoration Printout (RDP) date of 30 March 1996.

It is further directed that he be provided supplemental consideration for promotion to the grade of staff sergeant (E-5) for all appropriate cycles beginning with cycle 96E5.

If AFPC discovers any adverse factors during or subsequent to supplemental consideration that are separate and apart, and unrelated to the issues involved in this application that would have rendered the applicant ineligible for the promotion, such information will be documented and presented to the Board for a final determination on the individual's qualification for the promotion.

If supplemental promotion consideration results in the selection for promotion to the higher grade, immediately after such promotion the records shall be corrected to show that applicant was promoted to the higher grade on the date of rank established by the supplemental promotion and that applicant is entitled to all pay, allowances, and benefits of such grade as of that date.


JOE G. LINEBERGER
Director
Air Force Review Boards Agency

RECORD OF PROCEEDINGS
AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

AUG 31 1998

IN THE MATTER OF:

DOCKET NUMBER: 97-03173

COUNSEL: NONE

HEARING DESIRED: NO

APPLICANT REQUESTS THAT:

The Air Medal First Oak Leaf Cluster (AM 10LC) be included in the promotion cycle 96E5 for promotion to the grade of staff sergeant.

APPLICANT CONTENDS THAT:

He was awarded an Air Medal for his actions in OPERATION DELIBERATE FORCE. The air operation took place in September of 1995. However, two years had passed before he was awarded the medal due to administrative reasons and lack of coordination. Applicant states that decorations should be based upon the individual's performance rather than on the inadequacies of administrative priorities. The awards for OPERATION UNITED SHIELD took priority over all other submissions. Applicant states that the lengthy process directly affected his possible promotion to staff sergeant in the promotion cycle 96E5.

In support of his appeal, applicant submits a Memorandum, Subject: Promotion Review Board, dated 5 Jun 97 listing a chronology of events concerning award of Air Medals and, a letter from applicant to HQ AFPC/DPPPWM requesting supplemental promotion consideration for cycle 96E5.

Applicant's submission is attached at Exhibit A.

STATEMENT OF FACTS:

The relevant facts pertaining to this application, extracted from the applicant's military records, are contained in the letter prepared by the appropriate office of the Air Force Office of Primary Responsibility (OPR). Accordingly, there is no need to recite these facts in this Record of Proceedings.

AIR FORCE EVALUATION:

The Chief, Inquiries/BCMR Section Enlisted Promotion Branch, AFPC/DPPPWB, states that current Air Force promotion policy dictates that before a decoration is credited for a specific promotion cycle, the close out date of the decoration must be on or before the Promotion Eligibility Cutoff Date (PECD), and the date of the DECOR-6, Request for Decoration Printout (RDP), must be before the date of selections for the cycle in question. The PECD for the 9635 promotion cycle was 31 March 1996. Therefore, this decoration does not meet the criteria for promotion credit because the decoration recommendation was not placed into official channels until after selections for the 96E5 cycle were made.

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

APPLICANT'S REVIEW OF AIR FORCE EVALUATION:

Applicant submitted a Memorandum for AFBCMR, dated 3 December 1997 signed by his Squadron, Group and Wing Commanders in support of applicant's request.

A copy of the applicant's response, with attachment, is attached at Exhibit E.

THE BOARD CONCLUDES THAT:

1. The applicant has exhausted all remedies provided by existing law or regulations.
2. The application was timely filed.
3. Sufficient relevant evidence has been presented to demonstrate the existence of probable error or injustice warranting favorable consideration to applicant's request. After reviewing the evidence of record and applicant's submission, we believe that circumstances beyond the applicant's control prevented the award of the Air Medal, First Oak Leaf Cluster (AM 1OLC) from being awarded in time to meet the 9635 promotion cycle for promotion to the grade of staff sergeant. While we are aware of the Air Force policies regarding approval of a decoration and credit of a decoration for promotion purposes, we feel that the award of the AM 1OLC was delayed for an inordinate amount of time because of other pending decorations, which was through no fault of the applicant. Also, this award was a combat decoration and could have been awarded at an earlier time and not denied due to the failure of the administrative process. Had the AM 1OLC been awarded within a reasonable period of time after the close-out

date of the award and been considered in the 9635 promotion cycle, applicant would have become a selectee for promotion to the grade of staff sergeant pending a favorable data verification check and recommendation of [REDACTED] commander. Therefore, we recommend that, in all fairness to the applicant, the AM 10LC be awarded with an earlier RDP date, prior to 31 March 1996, that would have allowed the AM 10LC to be included and considered in the 96E5 promotion cycle. As stated by AFPC/DPPWB, with the addition of the AM 10LC, the applicant would become a selectee for promotion to staff sergeant. In view of the above, we recommend that his records be corrected to the extent indicated below. It is further recommended that he be provided supplemental consideration for promotion to the grade of staff sergeant, to include the award of the AM (10LC), for all appropriate cycles.

THE BOARD RECOMMENDS THAT:

The pertinent military records of the Department of the Air Force relating to APPLICANT, be corrected to show that he was awarded the Air Medal, First Oak Leaf Cluster (AM 10LC), for outstanding achievement, on 29 August 1995, with a Request for Decoration Printout (RDP) date of 30 March 1996.

It is further recommended that he be provided supplemental consideration for promotion to the grade of staff sergeant (E-5) for all appropriate cycles beginning with cycle 96E5.

If AFPC discovers any adverse factors during or subsequent to supplemental consideration that are separate and apart, and unrelated to the issues involved in this application that would have rendered the applicant ineligible for the promotion, such information will be documented and presented to the Board for a final determination on the individual's qualification for the promotion.

If supplemental promotion consideration results in the selection for promotion to the higher grade, immediately after such promotion the records shall be corrected to show that applicant was promoted to the higher grade on the date of rank established by the supplemental promotion and that applicant is entitled to all pay, allowances, and benefits of such grade as of that date.

The following members of the Board considered this application in Executive Session on 23 June 1998, under the provisions of AFI 36-2603:

Mr. Wayne R. Gracie, Panel Chair
Mr. Dana J. Gilmour, Member
Mr. Allen Beckett, Member

All members voted to correct the records, as recommended. The following documentary evidence was considered:

- Exhibit A. DD Form 149, dated 1 Oct 97, w/atchs.
- Exhibit B. Applicant's Master Personnel Records.
- Exhibit C. Letter, AFPC/DPPPWB, dated 29 Oct 97.
- Exhibit D. Letter, AFBCMR, dated 10 Nov 97.
- Exhibit E. Applicant's Letter, dated 4 Dec 97, w/atchs.

Wayne R. Gracie

WAYNE GRACIE
Panel Chair



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

29 OCT' 1991



MEMORANDUM FOR AFBCMR

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

SUBJECT: Application for Correction of Military Records ~~_____~~

Requested Action. The applicant is requesting his **Air** Medal, 1st **Oak** Leaf Cluster, be considered in the promotion process for cycle **96E5** (promotions effective Sep **96** - Aug **97**).

Reason for Request. Applicant believes his **Air** Medal, 1st Oak Leaf Cluster, for participating in an aerial flight on 29 Aug **95**, should be considered in the promotion process for cycle **96E5** because of the circumstances which caused the delay in its award.

Facts. The applicant's total promotion score for the **96E5** cycle is reflected as 300.18, and the score required for selection in his Control Air Force Specialty Code (CAFSC) was 308.46. The applicant's total promotion score for cycle **96E5** which is listed as 300.18 is incorrect because he was awarded an Air Achievement Medal and a Basic **Air** Medal which was not included in his total decoration score for cycle **96E5**. With the addition of the 1st oak leaf cluster to the **Air** Medal, the applicant will become a selectee for promotion to staff sergeant pending a favorable data verification check and the recommendation of his commander. Promotions for this cycle were made on 19 Jul **96** and announced 31 Jul **96**.

Discussion.

a. The policies regarding the approval of a decoration and the credit of a decoration for promotion purposes are two separate and distinct policies. Current Air Force promotion policy (AFI 36-2502, Table 2.2, rule 5, Note 2) dictates that before a decoration is credited for a specific promotion cycle, the close out date of the decoration must be on or before the promotion eligibility cutoff date (PECD), and the date of the DECOR-6, Request for Decoration Printout (RDP), must be before the date of selections for the cycle in question. Each promotion cycle has an established PECD which is used to determine in which Air Force Specialty Code (AFSC) or Chief Enlisted Manager (CEM) code the member will be considered, as well as which performance reports and decorations will be used in the promotion consideration. The PECD for the promotion cycle in question was 31 Mar **96**. In addition, a decoration that a member claims was lost, downgraded, etc., must be verified and fully documented that it was placed into official channels prior to the selection date. This also includes decorations that were disapproved initially but subsequently resubmitted and approved.

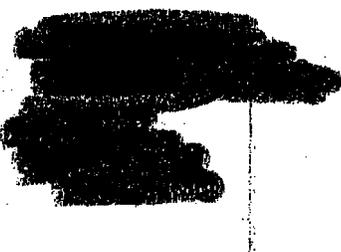
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b. **This** decoration does not meet the criteria for promotion credit during the 96E5 cycle because the decoration recommendation for **this** decoration **was** not placed into official channels until after selections for the 96E5 cycle were made. **This** policy **was** initiated 28 Feb 79 specifically to preclude personnel from subsequently (after promotion selections) **submitting** someone for a decoration with a retroactive decoration effective **date** (close-out) so **as** to put **them** over **the** selection cutoff **score**. Exceptions **to** the above policy **are** only considered when the airman **can** support a previous submission with documentation or statements including conclusive evidence that the recommendation was officially placed in military channels **within** the prescribed time limit **and** conclusive evidence the recommendation was not acted upon through loss or inadvertence. IAW AFI 36-2803, par 3-1, a decoration is considered to have been placed in official channels when the decoration recommendation is signed by the initiating official and indorsed by a higher official in the chain of command.

c. Documentation included **in** the applicant's case file reflects the decoration recommendation package **was** not officially placed into military channels until after selections for the 96E5 cycle were accomplished. **Although** the RDP **date** is dated 31 Jul 96, the decoration package **was** not accomplished until 26 Dec 96, which was after promotions for the 96E5 cycle were completed (19 Jul 96) and announced (**31** Jul 96). While we are acutely aware of the impact **this** recommendation **has** on the applicant's career, there is no tangible evidence the decoration **was** placed into official channels before selections for the 96E5 cycle were made **as** previously indicated. To approve the applicant's request would not be **fair** or **equitable** to **many** others in the same situation who **also** miss promotion selection by a narrow **margin** and are not **permitted** to have an "after the fact" decoration count in the promotion **process**. The applicant's request to have the decoration included in **the** promotion process for **this** cycle **as** an exception to policy **was** disapproved by the Promotion Management Section at AFPC. We concur with **this** action. Please **note** that the applicant was tentatively selected for promotion **to** staff sergeant during the last promotion cycle (97E5). **■** Promotion Sequence **Number** **has** not **been** incremented **as** of **this** date.

Recommendation. Denial based on the rationale provided.


Chief, Inquiries/BCMR Section
Enlisted Promotion Branch


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