

RECORD OF PROCEEDINGS
AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

OCT 9 1998

IN THE MATTER OF:

DOCKET NUMBER: 97-03769

COUNSEL: None

HEARING DESIRED: No

APPLICANT REQUESTS THAT:

She be given consideration for promotion to the grade of major by Special Selection Board (SSB) for the Calendar Year 1997A (CY97A) Medical Service Corps (MSC) Major Board with the following documents in her record: (1) the Officer Performance Report (OPR) closing 25 November 1996, (2) an amended Officer Selection Brief (OSB) with a duty title of "Chief, Operations Officer" effective 2 December 1996, and (3) a reaccomplished Promotion Recommendation Form (PRF).

APPLICANT CONTENDS THAT:

The OPR was not processed in a timely manner and therefore the selection board did not have access to her most current performance. The OSB was not updated to reflect her current duty title of "Chief, Operations."

In support she provides, in part, an Email from the rater dated 24 November 1996 informing her of her new duty title, a reaccomplished PRF, and an OPR closing 25 July 1997 with a duty title of "Chief, Operations."

Applicant's complete submission is attached at Exhibit A.

STATEMENT OF FACTS:

The applicant is currently serving on extended active duty in the grade of major (DOR: 20 Mar 98) and assigned to Ramstein, Germany as the Chief, Plans & Programs Division.

She was considered but not selected by the CY97A MSC Major Board, which convened on 3 February 1997. The top OPR reviewed by the board closed out on 2 May 1996 and reflected a duty title of "Chief, Managed Care Network." The PRF reviewed by the selection board reflected the duty title of "Aeromedical Evacuation Operations Officer (AEEO)/Security Manager" (the same title as the 25 November 1996 OPR), and so did the applicant's OSB. The overall promotion recommendation was "Promote." The

reaccomplished PRF reflects a duty title of "Chief, Operations" and the job description has been changed; everything else remains the same.

The OPR closing 25 was not signed by the rater and additional rater until 2 May 1997, and by the reviewer until 5 May 1997. It was filed in applicant's records on 22 May 1997.

The Personnel Data System (PDS) currently includes a duty tile entry of "Chief, Operations," effective 2 December 1996.

Two similar appeals filed under AFI 36-2401 were returned by the Evaluation Reports Appeal Board (ERAB) without action on 30 June and 8 October 1997.

She was considered and selected for promotion to the grade of major by the CY97E MSC Major Board, which convened 5 November 1997.

AIR FORCE EVALUATION:

The Chief, Reports & Queries Team, HQ AFPC/DPAIS1, reviewed the appeal and indicates that applicant submitted an OPR to validate her request for the 2 December 1996 entry as "Chief of Operations." The author concurs with the applicant and has updated her duty history to reflect the new duty entry.

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

The Chief, Appeals & SSB Branch, HQ AFPC/DPPPA, also evaluated the case and would have no objection to the applicant meeting an SSB with the 25 November 1996 OPR in her records and the requested duty title change made to the CY97A OSB. However, the author does not agree that the duty title on the PRF was erroneous. The applicant provides a letter of support from an individual outside the rating chain of the contested report, but has failed to provide any evidentiary support from the senior rater of the PRF or a letter of concurrence from the president of the Management Level Review Board (MLRB) to substantiate her contention that the duty title on the PRF was erroneous. Further, a statement from the military personnel flight (MPF) chief explaining the series of conflicting updates is necessary to determine which duty title is appropriate on the applicant's CY97A PRF. Since the PRF was written before her 25 November 1996 OPR closed out, the duty title "AEOO" was used on her PRF. Therefore, the author concludes the duty title as it appears on the contested PRF is accurate. The applicant fails to indicate what, if any, measures she took prior to the CY97A board to update her duty title and have the PRF corrected if, in fact, the duty title and duty description were erroneous.

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

APPLICANT'S REVIEW OF AIR FORCE EVALUATION:

The commander of the [redacted] Air Wing, who was the senior rater of the PRF, provides a supporting statement indicating that the numerous transactions [changing applicant's duty title] erroneously occurred due to lack of communications between her orderly room and the MPF Manning Control element. When the change to applicant's duty title was corrected, both units attempted to complete the update; however, the data was entered with different effective dates. Additional transactions to correct this had to be accomplished. The commander asserts that the applicant's correct duty title was Chief, Operations, effective 2 December 1997 [sic]. He adds that once he discovered the applicant's duty title was incorrect on her original PRF, he issued her a new one with the corrected duty title (See Exhibit A). He provides additional justification for correcting the duty title, and other pertinent supporting documents.

The commander's complete statement, with attachments, is at Exhibit F.

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 to warrant granting the relief requested. The Air Force opined that the 25 November 1996 OPR should have been included in the applicant's records when the CY97A board convened and her OSB for that board should have had a duty title of "Chief, Operations Officer," effective 2 December 1996. The Air Force recommended that the applicant be given SSB consideration with these corrections to her records, but did not believe that the PRF in question should be reaccomplished. We agree with the Air Force's recommendations regarding the OPR and the OSB, but we also believe that the contested PRF should be replaced with the reaccomplished PRF provided. In this regard, we examined the explanation provided by the senior rater in his supporting documents and concluded that the duty title on the PRF in question is erroneous. It appears that the PRF should have had a duty title of "Chief, Operations," with a corresponding job description. Therefore, we recommend the applicant be given SSB consideration with her records corrected as requested. In addition, we note that 25 November 1996 OPR was signed long after



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

05 FEB 1998

MEMORANDUM FOR AFBCMR

FROM: HQ AFPC/DPAIS 1
550 C Street West, Suite 32
Randolph AFB, TX 78150-4734

SUBJECT: Application for Correction of Military Records (DD Form 149)
[REDACTED]

Requested Action. The applicant requests a correction to her duty history. She also requests Special Selection Board consideration if the correction is made.

Reason for Request. Applicant requests a duty entry be added to read "Chief of Operations 86th Aeromedical Evacuation" effective 2 Dec 96.

Discussion. Applicant submitted an OPR to validate her request for the 2 Dec 96 entry as "Chief of Operations." This OPR coincides with the OPR's on file in member's Selection Folder. We concur with member and updated her duty history to reflect new duty entry.

Recommendation. Defer to HQ AFPC/DPPPAB.

Case Forwarded To, Application has been forwarded to HQ AFPC/DPPPAB.

Point of Contact. SrA Morris, DPAIS1, ext 7-4453.


BARBARA L. SMITH, GS-11
Chief, Reports and Queries Team
Directorate of Assignments



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

10 FEB 1998

MEMORANDUM FOR AFBCMR

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

SUBJECT: [REDACTED]

Requested Action. The applicant, a medical service *corps* officer, requests special selection board (SSB) consideration for the CY97A (3 Feb 97) (P0497A) major board, With inclusion of the officer performance report (OPR) that closed out 25 Nov 96; a new officer selection brief (OSB) with the duty title "Chief, Operations Officer" effective 26 Nov 96; and a corrected promotion recommendation form (PRF).

Basis for Request. The applicant believes she **was** nonselected to the grade of major by the P0497A board because the 25 Nov 96 OPR **was** missing **from** her officer selection record (OSR), and her most recent duty title **was** missing on both her OSB and PRF.

Recommendation. See below.

Facts and

- a. The application is timely. The applicant submitted two similar requests under AFI-36-2401, Correcting Officer and Enlisted Evaluation Reports, which were denied by the Evaluation Report Appeal Board (ERAB). A copy of the letters announcing the ERAB's decisions, dated 30 Jun 97 and 8 Oct 97, are included in the applicant's appeal package
- b. The governing directive is AFI-36-2402, Officer Evaluation System, 1 Jul 96.
- c. In support of her appeal, the applicant submits a copy of two OPRs; copy of the P0497A OSB; e-mail excerpt; copy of a memorandum for record from outside the rating chain; copy of her P0497A PRF; copy of the proposed P0497A PRF; copy of ERAB decision letters; and copy of a **Staff Summary Sheet (SSS)**.
- d. The applicant contends her OPR **was** not filed in her OSR when it met the P0497A board 7 Feb 97. We agree. AFI 36-2402, paragraph 3.6.4.3 states in part, "OPRs on Extended Active Duty (EAD) officers **are** due to HQ AFPC/DPPBR3...no later **than** 60 days after closeout." In this instance, the OPR **was** not filed until 22 May 97. We, therefore,

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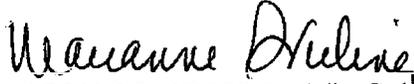
would have no objection to the applicant meeting an SSB with inclusion of the **25 Nov 96** OPR in her **OSR**.

e. We agree with the advisory opinion rendered by HQ AFPC/DPAIS1 in regard to the applicant's most recent duty title, "Chief, Operations Officer," missing **from** her OSB. **As** they point out, the applicant provided **an OPR** to validate her request for the **2 Dec 96** entry. We, therefore, would not object to the applicant receiving SSB consideration with a corrected **OSB**.

f. The applicant contends the duty title on her PRF was erroneous. We do not agree. Air Force policy is that an evaluation report is accurate as written when it becomes a matter of record. It takes substantial evidence to the contrary to have a report changed or voided. To effectively challenge a **PRF**, it is important to hear from all the evaluators on the contested report--not only for support, but for clarification/explanation. The applicant has provided a letter of support **from an individual from outside the rating chain** of the contested report who states, "... (the applicant) was **an AEEO** (Aeromedical Evacuation Operations Officer) when the report was written and the decision to keep the duty title originally submitted was believed to be the correct answer." In addition, the applicant failed to provide any evidentiary support from the senior rater of the **P0497A PRF**, or a letter of concurrence from the president of the Management Level Review (MLR) Board to substantiate her contention the duty title on the PRF was erroneous. Furthermore, **as** pointed out to the applicant's Military Personnel Flight (MPF) Chief in the **ERAB's** decision letter dated **8 Oct 97**, "there were eight separate transactions changing the applicant's duty title, six of which involved the same effective date (**6 Jun 96**). One entry, effective **2 Dec 96**, was added in **Jul 97** and **has** subsequently been deleted." A statement from the MPF chief explaining the series of conflicting updates is necessary to determine which duty title is appropriate on the applicant's **P0497A PRF**. Since the PRF was written before her **25 Nov 96 OPR** closed out, the duty title **AAEO** was used on her **PRF**. Therefore, we conclude **the duty title as** it appears on the contested PRF is accurate and the report was accomplished in direct accordance **with** Air Force policy in effect at the time it was rendered.

g. The applicant fails to indicate what, if **any**, measures she took **prior** to the **P0497A** board to update her duty title and have the PRF corrected if, in fact, the duty title and duty description were erroneous.

Summary. Based on the evidence provided, our recommendations are appropriate.


MARIANNE STERLING, Lt Col, USAF
Chief, Appeals and SSB Branch
Directorate of Personnel Program Mgt.



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

OCT 9 1998

Office of the Assistant Secretary

AFBCMR 97-03769

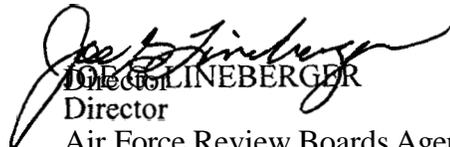
MEMORANDUM FOR THE CHIEF OF STAFF

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:

- a. The signature dates for the rater in Section VI, the additional rater in Section VII, and the reviewer in Section VIII for the Officer Performance Report (OPR) closing 25 November 1996 be changed to "26 November 1996."
- b. The Assignment History of the Officer Selection Brief (OSB) reviewed by the Calendar Year 1997A (CY97A) Medical Service Corps (MSC) Major Board be amended by adding a duty title of "Chief, Operations Officer," effective 2 December 1996.
- c. The Promotion Recommendation Form (PRF) reviewed by the CY97A board be, and hereby is, declared void and replaced with the reaccomplished PRF provided, reflecting a duty title of "Chief, Operations."

It is further directed that her records, as amended, be considered for promotion to the grade of major by Special Selection Board for the CY97A MSC Major Board.


JOSEPH LINEBERGER
Director
Air Force Review Boards Agency

Attachment:
Reaccomplished CY97A PRF

PROMOTION RECOMMENDATION

I. RATEE IDENTIFICATION DATA (Read AFJ 35-2402 carefully before filling in any item)

| | | | |
|---|----------------------|------------------------|---------------------------|
| 1. NAME # 1st, Last, Middle Initial [REDACTED] | 2. SSN [REDACTED] | 3. GRADE [REDACTED] | 4. DAFSC [REDACTED] |
| 5. ORGANIZATION, COMMAND, LOCATION [REDACTED] | | | 6. PAS CODE [REDACTED] |

II. UNIT MISSION DESCRIPTION

Operates the Aeromedical Evacuation (AE) system in Europe, the Middle East, Africa, and to CONUS. Provides around-the-clock response to all patient movement requests from US medical facilities, embassies, consulates, and NATO. Reacts to contingency, disaster, humanitarian, and wartime taskings. Moves over 12,000 patients per-year with tri-qualified (C-9, C-141, and C-130) medical crews and operations

III. JOB DESCRIPTION

1. DUTY TITLE:
[REDACTED]

2. KEY DUTIES, TASKS, RESPONSIBILITIES: Manages all operations and mission support activity for an AE squadron of 113 personnel. Supervises 5 officers and 15 enlisted. Oversees diverse functions, responsible for \$750,000 annual budget, mission coordination and scheduling, technological support for three separate computer system servers, management of deployments/readiness requirements, procurement of special medical equipment/supplies, and squadron administrative support. Supervises planning/execution of 15 weekly intra/intertheater AE missions; evaluates operational data; adjusts system performance. Liaison to USAFE and USEUCOM. **ADDITIONAL DUTIES:** Executive Staff Member and Customer Relations Officer

IV. PROMOTION RECOMMENDATION

- A star performer—she's demonstrated her talent, dedication, and versatility across entire MSC spectrum
- Leadership proven guiding resource management, medical readiness, patient administration, and unit administration in 50+ bed hospitals—won a string of non-stop "Excellent" ratings from inspection teams
- Major contribution to medical readiness in DESERT STORM—took charge of the control center of a 500-bed hospital, revamping plans, procedures, and checklists to ensure the hospital was ready. It was!
- Superb resource management—big budgets, big savings. Mastered intricacies for third party collection
- New to air evac, but off to a blazing start—after only 6 months, her boss says "the best I've ever seen!"
- Key player in the successful evacuation of more than 40 seriously wounded from Khobar Towers
- Bright, bright future ahead! She's got command potential—send to ISS and definitely promote

| | | | |
|--|-----------------------|---------------------|--------------------------------|
| V. PROMOTION ZONE BPZ <input type="checkbox"/> UAPZ <input checked="" type="checkbox"/> | VI. GROUP SIZE N/A | VII. BOARD 0497A | VIII. SENIOR RATER ID ODM73 |
|--|-----------------------|---------------------|--------------------------------|

IX. OVERALL RECOMMENDATION

DEFINITELY PROMOTE

PROMOTE

DO NOT PROMOTE THIS BOARD

X. SENIOR RATER

NAME, GRADE, BR, DE SVC, ORGN, COMD & LOCATION
[REDACTED]

DUTY TITLE
[REDACTED]

SSN
[REDACTED]

SIGNATURE
[REDACTED]

Instructions

Review previous OERs, OPRs, Education/Training Reports, and Supplemental Evaluation Sheets. Evaluate the officer's performance and assess his or her potential. Write Promotion Recommendation (Section IV) in concise "bullet" format.

Provide an accurate, unbiased assessment free from consideration of race, sex, ethnic origin, age, religion, or marital status.

Provide the officer a copy of this report approximately 30 days prior to the board for which this report is prepared.

Heh 7

FC 97-03769