

RECORD OF PROCEEDINGS  
AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

JUL 27 1998

IN THE MATTER OF:

DOCKET NUMBER: 98-00947

COUNSEL: NONE

HEARING DESIRED: YES

Applicant requests that the Air Force Commendation Medal covering the period 22 October 1988 to 10 September 1992, awarded on 9 February 1998, be considered in the promotion process for cycle 97E6 to technical sergeant. Applicant's submission is at Exhibit A.

The appropriate Air Force office evaluated applicant's request and provided an advisory opinion to the Board recommending the application be denied (Exhibit C). The advisory opinion was forwarded to the applicant for review and response (Exhibit D). Applicant's response to the advisory opinion is at Exhibit E.

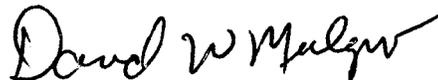
After careful consideration of applicant's request and the available evidence of record, we find insufficient evidence of error or injustice to warrant corrective action. The facts and opinions stated in the advisory opinion appear to be based on the evidence of record and have not been adequately rebutted by applicant. Absent persuasive evidence applicant was denied rights to which entitled, appropriate regulations were not followed, or appropriate standards were not applied, we find no basis to disturb the existing record.

Accordingly, applicant's request is denied.

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 issues involved. Therefore, the request for a hearing is not favorably considered.

The Board staff is directed to inform applicant of this decision. Applicant should also be informed that this decision is final and will only be reconsidered upon the presentation of new relevant evidence which was not reasonably available at the time the application was filed.

Members of the Board, Mr. David W. Mulgrew, Mr. Joseph G. Diamond, and Mr. Terry A. Yonkers considered this application on 21 July 1998 in accordance with the provisions of Air Force Instruction 36-2603 and the governing statute, 10 U.S.C. 1552.



DAVID W. MULGREW  
Panel Chair

Exhibits:

- A. Applicant's DD Form 149
- B. Available Master Personnel Records
- C. Advisory Opinion
- D. SAF/MIBR Ltr Forwarding Advisory Opinion
- E. Applicant's Response



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

9 APR 1998

MEMORANDUM FOR AFBCMR

FROM: HQ 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 is requesting his Air Force Commendation Medal (AFCM) be considered in the promotion process for cycle 97E6 to TSgt (promotions effective Aug 97 - Jul 98).

Reason for Request: Applicant believes his decoration covering the period 22 Oct 88 - 10 Sep 92 should be considered in the promotion process for cycle 97E6 because of the circumstances which caused the delay in its award. Specifically, he states the decoration should have been resubmitted in 1993, not Jun 97.

Facts. The applicant's total weighted promotion score for the 97E6 cycle was 353.91 and the score required for selection in his Control Air Force Specialty Code (CAFSC) was 356.64. If the decoration (worth three points) is counted in the applicant's total score, he would become a selectee for promotion pending a favorable data verification check and the recommendation of his commander. Promotion selections for this cycle were made on 19 May 97 with a public release date of 5 Jun 97.

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 what 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 cycle in question was 31 Dec 96. In addition, a decoration that a member claims was lost, downgraded, etc., must be fully documented and verified that it was placed into official channels prior to the selection date.

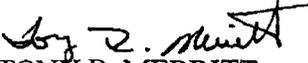
b. As evidenced by the special order awarding the applicant's AFCM this decoration does not meet the criteria for promotion credit during the 97E6 cycle because the request for

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decoration printout (RDP) date is 9 Jun 97--after selections were made on 19 May 97 for the 97E6 cycle. This policy was initiated 28 Feb 79 to specifically 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, para 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. Again, resubmitted decorations (because initial decoration was downgraded, lost, etc.) must be placed into official channels prior to the promotion selection date. There is no indication this package was reaccomplished until 9 Jun 97 (RDP Date), which was after promotions for the 97E6 cycle were announced (5 Jun 97) and the applicant became aware he missed promotion by less than three points. Although the applicant believes the RDP date should be changed to a date in 1993, this change would still not entitle him to supplemental promotion consideration for the 97E6 cycle as the change would be done after the fact--after 19 May 97, the date promotion selections were accomplished.

c. After an extensive review of the circumstances of **this** case to include documentation the applicant has provided, there is no conclusive evidence the lost decoration was resubmitted before the date of selections for the 97E6 cycle. While we **are** acutely aware **of** the impact this recommendation has on the applicant's career, the fact is the lost decoration was not resubmitted until **after** selections for this cycle were made. To approve the applicant's request would not be fair or equitable to many others in the same situation who miss promotion selection by a narrow margin and are not entitled 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 cycle 97E6 as an exception to policy was disapproved by the Promotion Management Section at the Air Force Personnel Center on 19 Mar 98. We concur with this decision.

Recommendation. Denial, based on the rationale provided.

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

5. Service in a commissioned, warrant, or flight officer status is creditable for pay. Such service does not count for this requirement (38 Comptroller General 598). You may consider promotion for airman who meet this requirement on the first day of the last month promotions are normally made in the cycle. Actual promotion does not occur earlier than the first day of the month following the month the airman completes the required enlisted service. This applies if the selectee had a sequence number in an earlier promotion increment; however, if the airman meets the required enlisted service on the first day of the month, the DOR and effective date is that date.

6. If a TDY student meets the requirements of this table but does not maintain satisfactory proficiency, the MPF that services the airman's TRY unit tells the MPF servicing the airman's unit of assignment.

Table 22 C		culathg Points And Factors For WAPS (SSgt through MSgt).																												
R	A	B																												
U	If the																													
L	factor																													
E	is	then the maximum score is																												
1	SKT	100 pts. Base individual score on percentage correct (two decimal places) (see note 1).																												
2	PFE																													
3	TIS	40 pts. Award 2 pts for each year of TAFMS up to 20 years, a/o the last day of the last month of the promotion cycle. Credit 1/6 point for each month of TAFMS (15 days or more = 1/6 pt drop periods less than 15 days). EXAMPLE: The last day of the last month of the cycle (31 Ju 93) minus TAFMSD (18 Jul 86) equals 7 years, 14 days (inclusive dates considered equal! 7x2=14 pts). (See note 1).																												
4	TIG	60 pts. Award 1/2 pt for each month in grade up to 10 years, as of the first day of the last month of the promotion cycle (count 15 days or more as 1/2 pt; drop periods less than 15 days) EXAMPLE: The first day of the last month of the promotion cycle (1 Jul 93) minus current DOR (1 Jan 90) equals 3 years, 6 months, 1 day (inclusive dates considered) equals 42 x .5 = 21 pts (See note 1).																												
5	Decorations	<p>25 points. Assign each decoration a point value based on its order of precedence. (See note 2).</p> <table border="0"> <tr> <td>Medal of Honor</td> <td>15</td> </tr> <tr> <td>AF/Navy/Distinguished Service Crosses</td> <td>11</td> </tr> <tr> <td>Defense Distinguished Svc Medal, Distinguished Svc Medal, Silver Star</td> <td>9</td> </tr> <tr> <td>Legion of Merit, Def Superior Svc Medal, Distinguished Flying Cross</td> <td>7</td> </tr> <tr> <td>Airman's/Soldier's/Navy-Marine Corps/Coast Guard/Bronze Star/Defense Meritorious Service Medals, Purple Heart</td> <td>5</td> </tr> <tr> <td>Air/Aerial Achievement/AF Commendation/Army Commendation/Navy Commendation/Joint Services Commendation/Coast Guard Commendation</td> <td>3</td> </tr> <tr> <td>Navy Achievement/Coast Guard Achievement/AF Achievement/Joint Service Achievement Medals</td> <td>1</td> </tr> </table>	Medal of Honor	15	AF/Navy/Distinguished Service Crosses	11	Defense Distinguished Svc Medal, Distinguished Svc Medal, Silver Star	9	Legion of Merit, Def Superior Svc Medal, Distinguished Flying Cross	7	Airman's/Soldier's/Navy-Marine Corps/Coast Guard/Bronze Star/Defense Meritorious Service Medals, Purple Heart	5	Air/Aerial Achievement/AF Commendation/Army Commendation/Navy Commendation/Joint Services Commendation/Coast Guard Commendation	3	Navy Achievement/Coast Guard Achievement/AF Achievement/Joint Service Achievement Medals	1														
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6	EPR score	<p>135 pts. Multiply each EPR/APR rating that closed out w/in 5 years immediately preceding the PECD, not to exceed 10 reports, by the time weighted factor for that specific report. The time weighting factor begins with 50 for the most recent report and decreases in increments of five (50-45-40-35-30-25-20-15-10-5) for each report on file. Multiply that product by the EPWAPR conversion factor (27 for EPRs or 15 for APRs). Repeat this step for each report. After calculating each report, add the total value of each report for a sum. Divide that sum by the sum of the time weighted factors added together for the promotion performance factor (129.60). EXAMPLE: EPR/APR string (most recent to oldest):</p> <p>5B-4B-9A-9A-9A-9A</p> <table border="0"> <tr> <td>5 x 50 = 250</td> <td>x 27 =</td> <td>6750</td> <td></td> </tr> <tr> <td>4 x 45 = 180</td> <td>x 27 =</td> <td>4860</td> <td></td> </tr> <tr> <td>9 x 40 = 360</td> <td>x 15 =</td> <td>5400</td> <td>29160</td> </tr> <tr> <td>? x 35 = 315</td> <td>x 15 =</td> <td>4725</td> <td>----- = 129.60</td> </tr> <tr> <td>9 x 30 = 270</td> <td>x 15 =</td> <td>4050</td> <td>225</td> </tr> <tr> <td>9 x 25 = 225</td> <td>x 15 =</td> <td>3375</td> <td></td> </tr> <tr> <td><u>225</u></td> <td></td> <td><u>29160</u></td> <td></td> </tr> </table> <p>(See notes 1 and 3).</p>	5 x 50 = 250	x 27 =	6750		4 x 45 = 180	x 27 =	4860		9 x 40 = 360	x 15 =	5400	29160	? x 35 = 315	x 15 =	4725	----- = 129.60	9 x 30 = 270	x 15 =	4050	225	9 x 25 = 225	x 15 =	3375		<u>225</u>		<u>29160</u>	
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**NOTES:**

1. Cut scores off after the second decimal place. Do not use the third decimal place to round up or down.
2. The decoration closeout date must be on or before the PECD. The "prepared" date of the DECOR 6 recommendation for decoration printout (RDP) must be before the date AFMPC made the selections for promotion. Fully document resubmitted decorations (downgraded, lost, etc.) and verify they were placed into official channels prior to the selection date. When the date of the special order is prior to the month promotion selections are made, the decoration will automatically update the promotion master file. If the date of the special order is the month selections are made or later, send a message to HQ AFMPC/DPMAJW to consider the decoration for promotion. If there is more than one year between the closeout date, the special order date, and RDP date, provide a case file including all documentation supporting the decoration. The message must include the following information:
  - 2.1. Date of the special order, order number, and issuing headquarters.
  - 2.2. Decoration authorized (indicate number of awards, i.e., basic, 1 OLC, etc.)
  - 2.3. Date of DECOR 6 (RDP) as shown on the special order.
  - 2.4. Inclusive dates of the award.
  - 2.5. Date of amendments, if any, order number, issuing headquarters, and the reason for the amendment.
3. Multiply all performance reports with an "A" designator by 15 and compute all reports with a "B" designator using a multiplier of 27. Do not count non-evaluated periods of performance, i.e., break in service, report removed through appeal process, etc., in the computation. For example, compute an EPR string of 4B, XB, 5B, 4B the same as 4B, 5B, 4B EPR string.

<b>R</b>	<b>A</b>	<b>B</b>
<b>U</b>		
<b>L</b>		then a PAFSC skill level waiver
<b>E</b>	<b>If the airman does not possess the required PAFSC skill level</b>	<b>is</b>
<b>1</b>	and performs duties in RI or SDI (except for RIs 9S000, 9S100, 9S200, then rule 2)	authorized (See note 2).
<b>2</b>	and performs duties in RI 9S000, 9S100, or 9S200 (See note 3).	
<b>3</b>	and is an A1C through SMSgt in retraining or pending retraining (RI 9A000) and would have upgraded by the PECD for promotion to SSgt through SMSgt, or the last day of the month for A1C eligibles for SrA were identified, had the airman not retrained (See note 4).	
<b>4</b>	and is an A1C assigned to a specialty requiring lengthy formal training and did not have sufficient time or training to upgrade to the appropriate skill level due to the length of the formal school	
<b>5</b>	and is a SrA (promoted to SrA) with a PAFSC waiver and still does not have the required skill level	
<b>6</b>	and is a SrA through TSgt in normal upgrade training (See note 5).	not authorized.
<b>7</b>	and returns to duties from an RI, SDI, or another awarded AFSC, to another AFSC	authorized (See note 2).

**NOTES:**

1. Do not allow prior service enlistees and former officers skill level waivers except as indicated in paragraph 2.10.
2. Process PAFSC skill level waivers as outlined in AFMAN 36-2125 (formerly AFM 30-130, volume 1).
3. Airmen in these RIs as of the PECD must meet skill levels established by the Air Force Technical Applications Center (AFTAC). Airmen who fail to meet the requirements imposed by the unit commander are ineligible for a skill level waiver. Airmen with these RIs as their PAFSC must meet the skill level criteria indicated on the certificate from AFTAC. You must have the certificate before promotion to MSgt.
4. Since the majority of airmen are in a retraining status (SSgt through MSgt), and promotion to SMSgt and CMSgt are routinely approved for a PAFSC skill level waiver, the promotion record is built as "eligible" during the promotion file build. The promotion authority may still deny the airman promotion consideration by disapproving a PAFSC skill level waiver as outlined in AFMAN 36-2125 (formerly AFM 30-130, volume 2).
5. Normally, do not permit airmen in normal upgrade training a skill level waiver. Grant PAFSC skill level waivers for

(Notes to table continued on next page)