



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

OCT 27 1998

Office of the Assistant Secretary
AFBCMR 98-01544

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. He ~~was~~ promoted to the grade of master sergeant (E-7), effective, and with a date of rank of 1 September 1997 and any service commitment he incurred due to his promotion was waived by competent authority.
- b. On 1 July 1998, he retired for length of service in the grade of master sergeant.


JOE G. LINEBERGER
Director
Air Force Review Boards Agency

RECORD OF PROCEEDINGS
AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

OCT 27 1998

IN THE MATTER OF:

DOCKET NUMBER: 98-01544

COUNSEL: None

HEARING DESIRED: No

APPLICANT REQUESTS THAT:

His Air Force Commendation Medal (AFCM), Second Oak Leaf Cluster (2OLC), for the period 10 Jul 91 to 1 Jul 96, be considered in the promotion process for cycle 97E7 to master sergeant (promotions effective Aug 97 - Jul 98).

APPLICANT CONTENDS THAT:

In Jun 96, he PCA'd (permanent change of assignment) from the [REDACTED] Equipment Maintenance Squadron (EMS) to the [REDACTED] Wing. His supervisor completed the draft of the decoration prior to his retirement and it was reviewed by the Flight Chief prior to his PCA. It was then left in the hands of the Assistant Flight Chief who did not follow up on it. He found out that the points were not included in his score and began to try to determine why. The decoration was finally approved a full 19 months later after he PCA'd from the [REDACTED] EMS and only after he pursued it with the help of his supervisor and some of the senior leadership from the wing.

Applicant's complete submission is attached at Exhibit A.

STATEMENT OF FACTS:

Promotion selections for the cycle 97E7 were made on 15 May 97. The total weighted promotion score required for selection in the applicant's Air Force Specialty Code (AFSC) was 335.97. The applicant's total weighted promotion score was 335.83.

On 17 Dec 97, a Recommendation for Decoration Printout (RDP) was prepared on the applicant for the purpose of recommending him for the AFCM, 2OLC.

Applicant was awarded the AFCM, 20LC, for the period 10 Jul 91 through 1 Jul 96. The AFCM is worth 3 points in the computation of a member's total promotion score.

For a decoration to be eligible for consideration in a 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 RDP must be before the date of selections for the cycle in question.

Since the RDP was prepared after selections for the cycle were announced, the decoration was not considered in the promotion process for cycle 9737.

The applicant retired from the Air Force on 1 Jul 98 in the grade of technical sergeant, effective, and with a date of rank (DOR) of 1 Dec 90. He was credited with 20 years and 25 days of active service.

AIR FORCE EVALUATION:

The Chief, Inquiries/BCMR Section, AFPC/DPPPWB, reviewed this application and indicated that the policies regarding the approval of a decoration and the credit for 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, 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 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 Dec 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.

The decoration in question does not meet the criteria for promotion credit during the 97E7 cycle because the RDP date is 17 Dec 97, after selections were made on 15 May 97 for the 97E7 cycle. This policy was initiated on 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. In accordance with AFI 36-2803, paragraph 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.

DPPPWB states that there is no tangible evidence the decoration was placed into official channels before selections for the 97E7 cycle were made and 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 on 27 Apr 98 and DPPPWB concurs with this action.

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

APPLICANT'S REVIEW OF AIR FORCE EVALUATION:

Applicant reviewed the advisory opinion and indicated, in part, that he does not feel the advisory opinion looked at all of the information submitted with his package. He has no argument that the decoration was not put into proper channels prior to the cutoff date for the promotion cycle and also that the decoration would have counted toward his promotion if the DECOR 6 had been requested before the selection date for the promotion cycle. His argument is that the reason that neither of these things were done was because the person who should have been insuring that everything was done on time neglected to do so. He was denied promotion due to a combination of unfortunate circumstances and neglect. He was never a discipline problem and always did far more than was expected of him (see 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. The applicant requests the AFCM, 20LC, be considered in the promotion

process for cycle 97E7. After a thorough review of the evidence of record and the applicant's submission, we agree. It appears that applicant's supervisor drafted a recommendation for the AFCM, 2OLC; however, through a series of reassignments and retirements of applicant's supervisory chain, the paperwork was misplaced. The decoration was finally approved and awarded to applicant in Feb 98, a full 19 months after the close-out date of the award. We note that the close-out date of the award was nearly one year before the date of selections for cycle 97E7. Clearly, had the award been a part of his records during this promotion cycle, applicant would have become a selectee, as noted by AFPC/DPPPWB. In view of these findings, under normal circumstances, we would recommend supplemental promotion consideration; however, we note that applicant is no longer on active duty, having retired effective 1 Jul 98. Therefore, we recommend that applicant be promoted to the grade of master sergeant, effective and with a date of rank (DOR) of 1 Sep 97. With this promotion applicant would incur an active duty service commitment (ADSC) of two years; however, since applicant is retired, we are of the opinion it would be somewhat unreasonable, and quite possibly financially and personally disruptive to the applicant to expect him to return to active duty to complete an ADSC. Furthermore, we are not persuaded that it would be in the best interests of the Air Force to return this individual to active duty; therefore, we recommend that this requirement be waived. In view of the foregoing, we recommend his records be corrected as indicated below.

THE BOARD RECOMMENDS THAT:

The pertinent military records of the Department of the Air Force relating to APPLICANT, be corrected to show that:

a. He was promoted to the grade of master sergeant (E-7), effective, and with a DOR of 1 Sep 97 and any service commitment he incurred due to his promotion was waived by competent authority.

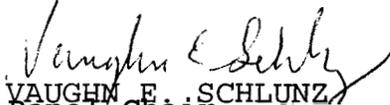
b. On 1 Jul 98, he retired for length of service in the grade of master sergeant.

The following members of the Board considered this application in Executive Session on 29 September 1998, under the provisions of AFI 36-2603:

Mr. Vaughn E. Schlunz, Panel Chair
 Mr. Richard A. Peterson, Member
 Mr. Patrick R. Wheeler, Member
 Mrs. Joyce Earley, Examiner (without vote)

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

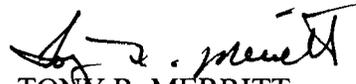
- Exhibit A. DD Form 149, dated 29 May 98, w/atchs.
- Exhibit B. Applicant's Master Personnel Records.
- Exhibit C. Letter, AFPC/DPPPWB, dated 10 Jun 98, w/atch.
- Exhibit D. Letter, AFBCMR, dated 28 Jun 98.
- Exhibit E. Letter fr applicant, dated 13 Jul 98


VAUGHN E. SCHLUNZ
Panel Chair

b. This decoration does not meet the criteria for promotion credit during the 97E7 cycle because the RDP date is 17 Dec 97, after selections were made on 15 May 97 for the 97E7 cycle. 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 was not officially placed into military channels until after selections for the 97E7 cycle were accomplished. The orders are dated 25 Feb 98, with an RDP date of 17 Dec 97, which was after promotions for the 97E7 cycle were completed (15 May 97) and announced (5 Jun 97). 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 97E7 cycle were made. 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 on 27 Apr 98. We concur with this action.

Recommendation. Denial based on the rationale provided.


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

Attachments:
Extract Cy, AFI 36-2502



9801544