



DEPARTMENT OF THE AIR FORCE

WASHINGTON, DC

Office of the Assistant Secretary

SEP 02 1998

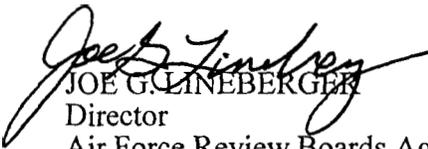
AFBCMR 98-02097

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 Field Grade Officer Performance Report, AF Form 707B, rendered for the period 27 April 1995 through 26 April 1996 be, and hereby is, declared void and removed from his records.
- b. The attached Field Grade Officer Performance Report, AF Form 707B, rendered for the period 27 April 1995 through 26 April 1996, reflecting the last sentence in Section VII, Additional Rater Overall Assessment, "ACSC and AFIT a must!", be placed in the Officer Selection Record (OSR) in its proper sequence.
- c. The Field Grade Officer Performance Report, AF Form 707B, rendered for the period 27 April 1996 through 26 April 1997 be, and hereby is, declared void and removed from his records.
- d. The attached Field Grade Officer Performance Report, AF Form 707B, rendered for the period 27 April 1996 through 26 April 1997, reflecting the last sentence in Section VII, Additional Rater Overall Assessment, "Absolute must for ACSC and AFIT.", be placed in the OSR in its proper sequence.


JOE G. LINEBERGER
Director
Air Force Review Boards Agency

RECORD OF PROCEEDINGS
AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

IN THE MATTER OF:

DOCKET NUMBER: 98-02097

COUNSEL: NONE

HEARING DESIRED: NO

SEP 02 1998

APPLICANT REQUESTS THAT:

1. The Officer Performance Reports (OPRs) closing 26 April 1996 and 26 April 1997, be removed from his records and replaced with the reaccomplished reports he has provided.
2. His record, to include the reaccomplished OPRs, be considered for promotion by Special Selection Board (SSB) for the Calendar Year 1998A (CY98A) Chaplain Central Major Selection Board.

APPLICANT CONTENDS THAT:

The lack of PME recommendations on the contested OPRs give an inaccurate and unjust picture of him and place him at an unintended competitive disadvantage. In addition, the OPR, closing 26 April 1996, does not contain important data from his assignment as Senior Protestant Chaplain at [REDACTED] that demonstrates his strong leadership capabilities.

In support of the appeal, the applicant submits copies of the contested OPRs, reaccomplished OPRs, and statements from the rating officials of both OPRs.

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

STATEMENT OF FACTS:

The applicant is currently serving on active duty in the grade of captain.

The applicant was considered and not selected for promotion to the grade of major by the CY98A Chaplain Central Major Selection Board.

On 31 July 1998, the Evaluation Report Appeal Board (ERAB) granted applicant's requests to include two omitted accomplishments from his previous assignment in Section IV, Impact on Mission Accomplishment, of the OPR, closing 26 April 1996 and consideration for promotion by an SSB. However, the

ERAB denied his request to revise other portions of the OPR, closing 26 April 1996 and substitute the OPR, closing 26 April 1997 with a revised report.

The applicant is scheduled to be considered for promotion to the grade of major by an SSB in September 1998 for the CY98A Chaplain Central Major Selection Board.

A resume of applicant's performance profile, follows:

| <u>PERIOD ENDING</u> | <u>EVALUATION OF POTENTIAL</u> |
|----------------------|--------------------------------|
| 26 Apr 90 | Meets Standards (MS) |
| 26 Oct 90 | MS |
| 26 Apr 91 | MS |
| 26 Apr 92 | MS |
| 26 Apr 93 | MS |
| 26 Apr 94 | MS |
| 26 Apr 95 | MS |
| * 26 Apr 96 | MS |
| * 26 Apr 97 | MS |
| 26 Apr 98 | MS |

* Contested reports

AIR FORCE EVALUATION:

The Chief, Appeals and SSB Branch, AFPC/DPPPA, reviewed this application and states that they concur with the decision of the ERAB. Air Force policy is that an evaluation report is accurate as written when it becomes a matter of record. To effectively challenge an OPR, it is necessary to hear from all the members of the rating chain - not only for support but for clarification/explanation. Although the applicant provided support from the rating chain, they did not explain why the information contained in the reaccomplished versions of the contested OPRs was not available when the reports were initially tendered. Furthermore, none of the supporters of the applicant's appeal explain how they were hindered from rendering a fair and accurate assessment of his performance prior to the report being made a matter of record.

AFPC/DPPA notes that the applicant contends the missing PME recommendation on the OPR, closing 25 April 1997, may have been viewed negatively by the CY98A board. He bases his contention on a belief that promotion board composition has significantly changed from a Chaplain to a line officer composite. They do not agree. AFPC/DPPPAE's research with the Air Force Selection Board Secretariat revealed no changes in the composition of the Chaplain promotion boards since Apr 92-some five years prior to the closeout date of the contested report. The five panel members (line officers and Chaplains) discuss the competitive

category, (i.e., the opportunity for and importance of PME and advance academic education, etc.), prior to the live scoring of the records. Although the applicant considers the omission of a recommendation for PME to be a discriminator, they find no clear evidence that its absence negatively impacted his promotion opportunity.

In regard to applicant's request that a PME statement be added on the OPR, closing 26 April 1996, AFPC/DPPPA, states that Central boards evaluate the entire officer selection record (OSR) (including the promotion recommendation form, OPRs, officer effectiveness reports, training reports, letters of evaluation, decorations, and officer selection brief), assessing whole person factors such as job performance, professional qualities, depth and breadth of experience, leadership, and academic and PME. A PME recommendation is not a determining factor or guarantee of promotion selection by the promotion board. The selection board had his entire OSR that clearly outlines his accomplishments since the date he came on active duty. They are no more convinced the omission of the "PME statement from either of the OPRs was the sole cause of the applicant's nonselection any more than they are convinced his nonselection flaws the contested reports. Therefore, they recommend denial of his requests.

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

APPLICANT'S REVIEW OF AIR FORCE EVALUATION:

The applicant reviewed the Air Force evaluation and states that all of his service at [REDACTED] should be included in the OPR closing 26 April 1996. The ERAB approved correction of lines 8 and 9 in Section IV to reflect his performance at [REDACTED] however, lines 7 and 8 in Section VI, of the same OPR also pertain to his performance at [REDACTED]. It would be consistent and just to include full documentation of his performance in this important and key overseas assignment. His performance at [REDACTED] represented over 25% of the reporting period. The addition of this significant information would clearly and justly precipitate a reassessment of his overall performance and leadership potential. He notes that both the rater and the additional rater felt it was only fair to reflect this reassessment by modifying line 9 of Section VI and line 5 of Section VII of the OPR.

In regard to the OPR, closing 26 April 1997, the applicant states that the advisory opinion recommended against the inclusion of a PME statement on the basis that "A PME recommendation is not a determining factor or guarantee of promotion selection by the promotion board." While a PME recommendation is certainly not a "guarantee" of promotion, there is clear and compelling evidence that it plays a significant role in board deliberations. Both

verbal and written promotion board debriefs have repeatedly stressed the importance of a consistent pattern of PME recommendations in candidates' records. Additionally, he consulted a number of senior officers with extensive promotion board experience and they all reinforced the emphasis that is placed on PME recommendations. In fact, some board members recalled instances where a promotion panel spent a significant amount of time in an effort to "divine" the rater's hidden message when a PME recommendation was missing after a consecutive string of them.

The applicant's complete response 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. In this respect, we note that statements have been provided from the rating chain members on the contested reports. These statements clearly substantiate that the reports in question give an inaccurate assessment of the applicant's performance during the contested periods. In addition to providing strong supporting statements on the applicant's behalf, these senior Air Force officials have reaccomplished the reports to more accurately reflect their overall assessments. The rating chain members also indicate that PME recommendations were erroneously omitted from the reports and, that important data regarding the applicant's assignment as Senior Protestant Chaplain at [REDACTED] was erroneously omitted from the OPR closing 26 April 1996. Therefore, in the absence of a basis to question the integrity of the rating chain members, we believe the benefit of any doubt should be resolved in the applicant's favor by correcting his records to the extent indicated below. Based on these corrections, we would normally recommend reconsideration by an SSB. However, we note that the ERAB has already approved the applicant for promotion consideration by an SSB scheduled to convene in early September of 1998.

THE BOARD RECOMMENDS THAT:

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

- a. The Field Grade Officer Performance Report (OPR), AF Form 707B, rendered for the period 27 April 1995 through 26 April 1996 be, declared void and removed from his records.

b. The Field Grade Officer Performance Report (OPR), AF Form 707B, rendered for the period 27 April 1995 through 26 April 1996, reflecting the last sentence in Section VII, Additional Rater Overall Assessment, "ACSC and AFIT a must!", be placed in the Officer Selection Record (OSR) in its proper sequence.

c. The Field Grade Officer Performance Report (OPR), AF Form 707B, rendered for the period 27 April 1996 through 26 April 1997 be declared void and removed from his records.

d. The Field Grade Officer Performance Report (OPR), AF Form 707B, rendered for the period 27 April 1996 through 26 April 1997, reflecting the last sentence in Section VII, Additional Rater Overall Assessment, "Absolute must for ACSC and AFIT.", be placed in the OSR in its proper sequence.

The following members of the Board considered this application in Executive Session on 27 August 1998, under the provisions of AFI 36-2603:

Mr. David W. Mulgrew, Panel Chair
Mr. Jackson A. Hauslein, Member
Mr. Terry A. Yonkers, Member
Mr. Phillip E. Horton, Examiner (without vote)

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

Exhibit A. DD Form 149, dated 30 Jul 98, w/atchs.
Exhibit B. Applicant's Master Personnel Records.
Exhibit C. Letter, AFPC/DPPPA, dated 11 Aug 98, w/atch.
Exhibit D. Letter, AFBCMR, dated 13 Aug 98.
Exhibit E. Letter, Applicant, dated 17 Aug 98.


DAVID W. MULGREW
Panel Chair



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

11 AUG 1998

MEMORANDUM FOR AFBCMR

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

SUBJECT: AFI 36-2603 Application—

Requested Action. The applicant requests special selection board (SSB) consideration by the CY98A (P0498A) (12 Jan 98) chaplain central major selection board with new versions of the 26 Apr 96 and 26 Apr 97 officer performance reports (OPRs).

Basis for Request. The applicant believes the 26 Apr 96 OPR is erroneous because it does not reflect his demonstrated leadership capabilities as a Senior Protestant Chaplain while serving at [REDACTED]. He believes the 26 Apr 97 OPR is in error because his raters included a recommendation for Air Force Institute of Technology (AFIT) rather than Professional Military Education (PME).

Recommendation. Deny.

Facts and Comments:

a. The application is timely. The applicant filed a similar appeal under AFI 36-2401, Correcting Officer and Enlisted Evaluation Reports, which was partially approved by the Evaluation Report Appeals Board (ERAB). The ERAB denied the applicant's request to replace the 26 Apr 96 and 26 Apr 97 OPRs in their entirety. Instead, they approved a revision to the last two lines in Section IV, IMPACT ON MISSION ACCOMPLISHMENT, on the 26 Apr 96 report only. A copy of the ERAB's 31 Jul 98 decision memorandum is included with our advisory. We concur with their assessment. The applicant is scheduled to receive SSB consideration by the P0498A chaplain's board with the corrected 26 Apr 96 OPR filed in his officer selection record (OSR) in Sep 98. The applicant requests the Board expedite this request to preclude an additional reconsideration by the P0498A board. The applicant has one nonselection to the grade of major by the P0498A board.

b. AFI 36-2501, Officer Promotion and Selective Continuation, 1 Mar 96, is the governing directive.

c. In support of his appeal, the applicant provides memorandums from his rating chain for both OPRs; letters from his former rater; a copy of an AF Form 948, Application for

Correction/Removal of Evaluation Reports; copies of the contested reports; and revised versions of the contested reports.

d. The applicant requests the board replace both the 26 Apr 96 and 26 Apr 97 OPRs with reaccomplished versions. Air Force policy is that an evaluation report is accurate as written when it becomes a matter of record. To effectively challenge an OPR, it is necessary to hear from all the members of the rating chain—not only for support, but for clarification/explanation. Although the applicant provided support from the member's rating chain on the contested OPRs, they did not explain why the information contained in the reaccomplished versions of the contested OPRs was not available when the reports were initially rendered. As such, the ERAB approved a change to the last two lines in Section IV, IMPACT ON MISSION ACCOMPLISHMENT, on the 26 Apr 96 OPR only. The rest of the changes appear to be efforts to "beef up" the original report. Evaluation reports 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. None of the supporters of the applicant's appeal explain how they were hindered from rendering a fair and accurate assessment of the applicant's performance prior to the report being made 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.

e. The applicant contends the missing PME recommendation on his 26 Apr 97 OPR may have been viewed negatively by the P0498A central selection board. He bases his contention on a belief that promotion board composition has significantly changed from a Chaplain to a line office composite. We do not agree. HQ AFPC/DPPPAE's research with the Air Force Selection Board Secretariat revealed no changes in the composition of the Chaplain promotion boards since Apr 92—some five years prior to the closeout date of the contested report. The five panel members (line officers and Chaplains) discuss the competitive category, i.e., the opportunity for an importance of PME and advance academic education, etc., prior to the live scoring of the records. Although the applicant considers the omission of a recommendation for PME to be a discriminator, we find no clear evidence that its absence negatively impacted his promotion opportunity.

f. We note the applicant also requested the board add a PME statement on the 26 Apr 96 report. Central boards evaluate the entire officer selection record (OSR) (including the promotion recommendation form, OPRs, officer effectiveness reports, training reports, letters of evaluation, decorations, and officer selection brief), assessing whole person factors such as job performance, professional qualities, depth and breadth of experience, leadership, and academic and professional military education. A PME recommendation is not a determining factor or guarantee of promotion selection by the promotion board. The selection board had his entire officer selection record that clearly outlines his accomplishments since the date he came on active duty. We are no more convinced the omission of the PME statement from either of the OPRs was the sole cause of the applicant's nonselection any more than we are convinced his nonselection flaws the contested reports.

We, therefore, are strongly opposed to the applicant receiving SSB consideration on this issue.

g. We concur with the changes HQ AFPCDPPPAE approved *only* and do not believe any of the applicant's other requests are warranted.

Summary. Based on the evidence provided, our recommendation of denial is appropriate.


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

Attachment:
HQ AFPCDPPPAE Ltr, 31 Jul 98

cc:
SAF/MIBR

MEMORANDUM FOR 375 MSS/DPMPE

31 JUL 1986

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

SUBJECT: AFI 36-2601 Decision: [REDACTED]
Reports Closing: 26 Apr 96 and 26 Apr 97

The Evaluation Reports Appeal Board partially approved the AFI 36-2401 application on [REDACTED]. The Board approved his request to include the two omitted accomplishments from his previous assignment in Section IV of the 26 Apr 96 report; however, [REDACTED]'s requests to revise other portions of that report, as well as substitute his 26 Apr 97 report for a revised report, were denied. Please destroy the 26 Apr 96 report currently on file and insert the attached corrected report in [REDACTED]'s record. We've made the necessary correction to his master selection record. As you are aware, the Military Personnel Flight is responsible for providing members counseling on their application submitted under AFI 36-2401. As such, to assist you in counseling [REDACTED] on the denied portions, this is our assessment of those portions of the application.

The Board wasn't convinced by [REDACTED]'s documentation. While the Board agreed to add the missing accomplishments to Section IV on his 26 Apr 96 report, they were not convinced that those accomplishments warranted a rewrite to Sections VI and VII of the report. When otherwise valid requests are being made to correct errors in a report, they cannot be used as an opportunity to embellish other areas of the report without *substantial* justification for the changes—the remainder of the report must be verbatim as the original. In this case, only three months elapsed between [REDACTED]'s final report at [REDACTED] (26 Apr 95) and his arrival at [REDACTED] (1 Aug 95). Clearly, most of reporting period on the contested report was for his time spent at [REDACTED]. As such, the Board concluded that three months and two missing accomplishments doesn't warrant a rewrite to other sections of the contested report (especially when the revised comments in those sections focus on his assignment at [REDACTED]—information the rating chain had available when they rendered the original report).

As for [REDACTED]'s appeal to his 26 Apr 97 report, the Board found that the basis of the appeal has no merit. [REDACTED] states, "Now that our Chaplain's promotion board has changed to a line officer majority, Chaplain raters are having to adjust their writing style to adequately reflect what it is they are wanting to convey for the ratee." Our research with the AF Selection Board Secretariat, however, found that the composition of the Chaplain promotion boards has not changed since Apr '92—some five years prior to the close-out date of the contested report. Further, while the majority of the board is comprised of line officers, there are

Chaplains on the board and before the scoring of live records begins, there is discussion between the five panel members about the competitive category (i.e., the opportunity for/importance of PME and advanced academic education, etc.). A willingness by evaluators to change or void a report isn't a valid basis for doing so unless there is also *clear* evidence of error or injustice being involved, nor are retrospective views of how a report may affect future career opportunities.

Based on the approved change to the 26 Apr 96 report, the Chief, Promotion, Evaluation & Recognition Division, approved the Special Selection Board (SSB) promotion reconsideration request. HQ AFPC/DPPPAB, DSN 487-4505, will schedule [REDACTED] for the next available promotion reconsideration. Approximately 30 days in advance, his servicing MPF will be notified by message of the specific date the SSB will convene. Now is the time [REDACTED] should review his record (specifically that portion that will be reviewed by the SSB). Ensuring his record's accuracy is a personal responsibility and [REDACTED] should initiate any required corrective action as soon as possible.

After counseling, please provide [REDACTED] with a copy of this memorandum announcing the Board's decision. He may gather new material evidence and reapply under AFI 36-2401 for the denied portions of his application, but the original documentation should be included with the new application. While we cannot guarantee a favorable decision will result from the additional evidence submitted by the member, **we** will ensure the case is processed as fast as possible. Another avenue available is to appeal under AFI 36-2603 to the AFBCMR; however, appropriate supporting documentation and evaluator statements may also enhance his chance for a favorable decision from the AFBCMR. If you have any questions or concerns, please contact [REDACTED] HQ AFPCDPPPAE, at DSN: [REDACTED]

SIGNED

MARIANNE STERLING, Lt Col, USAF
Chief, Appeals & SSB Branch
Directorate of Pers Program Mgt

Attachments:

1. Corrected Report, 26 Apr 97
2. Case File

cc :

HQ AMC/DPPFP