



**CUI//SP-MIL/SP-PRVCY**

**UNITED STATES AIR FORCE  
BOARD FOR CORRECTION OF MILITARY RECORDS**

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**RECORD OF PROCEEDINGS**

**IN THE MATTER OF:**

**DOCKET NUMBER:** BC-2023-01094

*Work-Product*

**COUNSEL:** NONE

**HEARING REQUESTED:** YES

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**APPLICANT'S REQUEST**

His AF Form 911, *Enlisted Performance Report (MSgt thru SMSgt)*, rendered for the period 1 October 2021 to 30 September 2022, be amended to reflect the following:

a. Section III. *Performance in Leadership/Primary Duties/Followership/Training*, "Exceed most, if not all expectations" rather than "Exceeded some, but not all expectations."

b. Section V. *Overall Performance Assessment*, "Exceed most, if not all expectations" rather than "Exceeded some, but not all expectations."

**APPLICANT'S CONTENTIONS**

The ratings received were based on personal biases instead of actual performance. No feedback was provided giving no opportunity to correct perceived faults. As a first sergeant, one of his primary duties was to ensure the good order, discipline, morale, and welfare. There was toxicity within the unit, specifically stemming from the medical group CC and SEI. In challenging this, he was consistently met with resistance from senior leadership, who retaliated through this EPR. Further, they attempted to derail his career by seeking to fire him from the first sergeant role. He states he is unable to use the Evaluation Review Appeal Board (ERAB), as they will only accept an application that include a corrected EPR with his supervisor's signature, which he has indicated that he will not provide.

The applicant's complete submission is at Exhibit A.

**STATEMENT OF FACTS**

The applicant is a currently serving Air Force master sergeant (E-7).

According to the EPR for the rating period 1 October 2021 to 30 September 2022, Section III. *Performance in Leadership/Primary Duties/Followership/Training*, the applicant received a rating of "Exceeded some, but not all expectations." In Section V. *Overall Performance Assessment*, the applicant received a rating of "Exceeded some, but not all expectations."

The applicant provided a copy of his AF Form 932, *Airman Comprehensive Assessment (ACA) Worksheet (MSgt thru CMSgt)* documenting that his mid-term feedback was conducted on 2 December 2022. after the 30 September 2022 closeout date of the evaluation.

The applicant did not file an Evaluation Review Appeal Board (ERAB) application.

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Controlled by: SAF/MRB  
CUI Categories: SP-MIL/SP-PRVCY  
Limited Dissemination Control: N/A  
POC: [SAF.MRBC.Workflow@us.af.mil](mailto:SAF.MRBC.Workflow@us.af.mil)

For more information, see the excerpt of the applicant's record at Exhibit B and the advisory at Exhibit C.

### **AIR FORCE EVALUATION**

AFPC/DP3SP recommends denying the application. The applicant did not file an evaluation appeal as DAFI 36-2406, *Officer and Enlisted Evaluations Systems*, paragraph 10.2.4.6 states that the Evaluation Reports Appeal Board (ERAB) will not change (except for deletions) an evaluator's ratings or comments if the evaluator does not support the change. The evaluators for the EPR do not support changes to their ratings.

DAFI 36-2406 requires the applicant to supply clear and credible evidence to support the application (10.4.4.3). An evaluation is not erroneous or unfair because the applicant believes it contributed to a non-selection for promotion or may impact future promotion or career opportunities (A2.5.1). Ratings are not erroneous or unjust simply because they are inconsistent with previous ratings. An evaluation documents performance during a specific period and reflects performance, conduct, and potential at that time, in that position (A2.5.2). The lack of counseling or feedback, by itself, is not sufficient to challenge the accuracy or validity of an evaluation. Documentation should provide specific information about how the lack of counseling or feedback resulted in the unfair evaluation (A2.5.8).

The applicant has only provided email traffic regarding the lack of feedback during the reporting period and an email from 23 WG/IGQ, which does not show any substantiated complaints but rather refers the member to other agencies (i.e. Equal Opportunity). The applicant has not provided factual, specific, and substantiated information that is from credible officials and is based on firsthand observation or knowledge as required by DAFI 36-2406, A2.5.13. Evaluations that have become a matter of record are presumed to be accurate and objective. Applicants filing an appeal must provide evidence that clearly demonstrate an error or injustice was made (10.2.1.3). The applicant has failed to produce evidence from credible officials and has not demonstrated that an error or injustice was done, therefore it is the recommendation of the Business Process Owner (BPO) to deny the applicant's request to edit markings on the 30 September 2022 EPR.

The complete advisory opinion is at Exhibit C.

### **APPLICANT'S REVIEW OF AIR FORCE EVALUATION**

The Board sent a copy of the advisory opinion to the applicant on 11 December 2023 for comment (Exhibit D), but has received no response.

### **FINDINGS AND CONCLUSION**

1. The application was timely filed.
2. The applicant exhausted all available non-judicial relief before applying to the Board.
3. After reviewing all Exhibits, the Board concludes the applicant is not the victim of an error or injustice. The Board concurs with the rationale and recommendation of AFPC/DP3SP and finds a preponderance of the evidence does not substantiate the applicant's contentions. The Board notes that although the applicant provided emails regarding the lack of feedback during the reporting period, on 18 January 2023, the applicant signed the EPR acknowledging all required feedback was accomplished during the reporting period. Therefore, the Board recommends against correcting the applicant's records.

4. The applicant has not shown a personal appearance, with or without counsel, would materially add to the Board's understanding of the issues involved.

**RECOMMENDATION**

The Board recommends informing the applicant the evidence did not demonstrate material error or injustice, and the Board will reconsider the application only upon receipt of relevant evidence not already presented.

**CERTIFICATION**

The following quorum of the Board, as defined in Department of the Air Force Instruction (DAFI) 36-2603, *Air Force Board for Correction of Military Records (AFBCMR)*, paragraph 2.1, considered Docket Number BC-2023-01094 in Executive Session on 18 January 2024:

- Work-Product**, Panel Chair
- Work-Product**, Panel Member
- Work-Product**, Panel Member

All members voted against correcting the record. The panel considered the following:

- Exhibit A: Application, DD Form 149, w/atchs, dated 4 April 2023.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory Opinion, AFPC/DP3SP, dated 12 June 2023.
- Exhibit D: Notification of Advisory, SAF/MRBC to Applicant, dated 11 December 2023.

Taken together with all Exhibits, this document constitutes the true and complete Record of Proceedings, as required by DAFI 36-2603, paragraph 4.12.9.

2/9/2024

**X** **Work-Product**

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**Work-Product**  
Board Operations Manager, AFBCMR  
Signed by: USAF