

JUL 14 1998

RECORD OF PROCEEDINGS  
AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

IN THE MATTER OF:

DOCKET NUMBER: 97-03162

COUNSEL: None

HEARING DESIRED: No

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APPLICANT REQUESTS THAT:

The Air Force Commendation Medal (AFCM), First Oak Leaf Cluster (1OLC), covering the period 8 Feb 93 - 23 Dec 96, be considered in the promotion process for cycle 97E6 to technical sergeant (E-6) (promotions effective Aug 97 - Jul 98).

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APPLICANT CONTENDS THAT:

The AFCM closed out with an improper close out date. It was corrected after selections were made for promotion to technical sergeant. However, an attempt was made prior to selections, with negative results. Hence, her decoration was not included for consideration for promotion to technical sergeant.

Applicant's complete submission is attached at Exhibit A.

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STATEMENT OF FACTS:

The applicant's Total Active Federal Military Service Date (TAFMSD) is 22 Jun 87. She is currently serving in the Regular Air Force in the grade of staff sergeant, effective, and with a date of rank (DOR) of 1 Apr 95.

Documentation provided by the applicant reflects that on 19 Jun 97, the commander requested the AFCM, 1OLC, covering the period 8 Feb 93 - 8 Jan 97, be amended to 8 Feb 93 - 23 Dec 96. By Special Order GA-112, dated 16 Jul 97, as pertains to the award of the AFCM to the applicant, with inclusive dates of 8 Feb 93 - 8 Jan 97, was amended to read 8 Feb 93 - 23 Dec 96. On 10 Oct 97, officials at AFPC disapproved the request for supplemental promotion consideration for cycle 9736 to add the AFCM, 1OLC, with a close-out date of 8 Jan 97, amended to 23 Dec 96. AFPC indicated that, to allow the decoration to be considered for

cycle 97E6 because the original date was changed from a date after the 31 Dec 96 promotion eligibility cutoff date (PECD) to a date prior to the PECD would not be fair or equitable to other airmen who were not allowed to have the close out date of their decorations changed for promotion consideration. It was also noted that by the unit commander's memorandum, dated 19 Jun 97, the close out date was not changed until after selections were announced indicating the applicant missed promotion by less than one point.

The Air Force indicated that the applicant's total promotion score for the 97E6 cycle was 355.74 and the score required for selection in her Control Air Force specialty code (CAFSC) was 356.64. If the decoration is counted in the applicant's total score, she would become a selectee for promotion pending a favorable data verification check and the recommendation of her commander. Promotions for this cycle were made on 19 May 97 and announced on 5 Jun 97.

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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 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 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.

The applicant's decoration does not meet the criteria for promotion credit during the 97E6 cycle because the close out date of the decoration was not changed until after selections for the 97E6 cycle were made. 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 action was taken to correct the close out date

before selections were done and it was known the additional decorations points would make the member a selectee.

DPPPWB further states that, after an extensive review of the circumstances of the applicant's case, to include documentation she has provided, there is no conclusive evidence the close out date of the decoration was corrected until after selections for the 9736 cycle were announced and the applicant became aware she had missed promotion by less than one (1) point. While DPPPWB is acutely aware *of* the impact this recommendation has on the applicant's career, the fact is the close out date of the decoration was not made until after selections for the 97E6 cycle were announced. 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 and DPPPWB concurs with this action. Based on the rationale provided, they recommend denial of this request.

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

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APPLICANT'S REVIEW OF AIR FORCE EVALUATION:

A copy of the Air Force evaluation was forwarded to applicant on 10 Nov 97 for review and response. As of this date, no response has been received by this office.

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THE BOARD CONCLUDES THAT:

1. The applicant has exhausted all remedies provided by existing law or regulations.
2. The application was timely filed.
3. Insufficient relevant evidence has been presented to demonstrate the existence of probable error or injustice. Applicant's contentions are duly noted; however, we do not find these assertions, in and by themselves, sufficiently persuasive to override the rationale provided by the Air Force. We therefore agree with the recommendation of the Air Force and adopt the rationale expressed as the basis for our decision that the applicant has failed to sustain her burden that she has suffered either an error or an injustice. In view of the above and absent persuasive evidence to the contrary, we find no compelling basis to recommend granting the relief sought.

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THE BOARD DETERMINES THAT:

The applicant be notified that the evidence presented did not demonstrate the existence of probable material error or injustice; that the application was denied without a personal appearance; and that the application will only be reconsidered upon the submission of newly discovered relevant evidence not considered with this application.


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The following members of the Board considered this application in Executive Session on **11** June 1998, under the provisions of Air Force Instruction 36-2603:

Mr. Thomas S. Markiewicz, Panel Chair  
Mr. Robert W. Zook, Member  
Ms. Olga M. Crerar, Member  
Mrs. Joyce Earley, Examiner (without vote)

The following documentary evidence was considered:

- Exhibit A. DD Form 149, dated 19 Sep 97, w/atchs.
- Exhibit B. Applicant's Master Personnel Records.
- Exhibit C. Letter, AFPC/DPPPWB, dated 29 Oct 97, w/atch.
- Exhibit D. Letter, AFBCMR, dated 10 Nov 97.

  
THOMAS S. MARKIEWICZ  
Panel Chair



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

29 OCT 1997



MEMORANDUM FOR AFBCMR

FROM: 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 her Air Force Commendation Medal (AFCM), 1OLC, covering the period 8 Feb 93 - 23 Dec 96 be considered in the promotion process for cycle 97E6 to technical sergeant (promotions effective Aug 97 - Jul 98).

Reason for Request. Applicant believes her decoration covering the period indicated above should be considered in the promotion process for cycle 97E6 based on the circumstances which caused the close out date to be changed.

Facts. The applicant's total promotion score for the 97E6 cycle was 355.74, and the score required for selection in her Control Air Force Specialty Code (CAFSC) was 356.64. If the decoration is counted in the applicant's total score, she would become a selectee for promotion pending a favorable data verification check and the recommendation of her commander. Promotions for this cycle were made on 19 May 97 and announced 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 in which 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 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.

b. This decoration does not meet the criteria for promotion credit during the 97E6 cycle because the close out date of the decoration was not changed until after selections for the 97E6 cycle were made. This policy was initiated 28 Feb 79 specifically to preclude personnel from

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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 action was taken to correct the close out date before selections were done and it was known the additional decoration points would make the member a selectee.

c. After an extensive review of the circumstances of this case to include documentation the applicant has provided, there is no conclusive evidence the close out date of the decoration was corrected until after selections for the 97E6 cycle were announced and the applicant became aware she had missed promotion by less than 1 point. While we are acutely aware of the impact this recommendation has on the applicant's career, the fact is the close out date of the decoration was not made until after selections for the 97E6 cycle were announced. 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. 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

cc:  
SAF/MIBR

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