

RECORD OF PROCEEDINGS  
AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

IN THE MATTER OF:

[REDACTED]  
[REDACTED]

DOCKET NUMBER: 97-03220

COUNSEL: NONE

NOV 13 1998

HEARING DESIRED: NO

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APPLICANT REQUESTS THAT:

His record, to include the citations to accompany the awarding of the Air Force Achievement Medal, the Defense Meritorious Service Medal, the Joint Service Achievement Medal, 1<sup>st</sup> Oak Leaf Cluster, and the Joint Service Commendation Medal, 1<sup>st</sup> Oak Leaf Cluster, be considered for promotion to the grade of major by the next available Special Selection Board (SSB) for the Calendar Year 1997 Central Major Selection Board.

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APPLICANT CONTENDS THAT:

Without these award citations, which were all received as a captain, he feels that his OSR at the CY97 Major Board did not accurately document his service.

He states that he requests consideration for the next SSB to ensure that his complete service record receives a fair and equitable promotion consideration.

The selection brief in the OSR is also incomplete regarding his overseas duty history for the period 25 June 1981 through 30 June 1983. The duty location is blank and should be reflected as West Berlin (WB).

Applicant's complete submission, with attachments, is attached at Exhibit A.

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STATEMENT OF FACTS:

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

Applicant was considered and not selected for promotion to the grade of major by the CY97C Central Major Selection Board.

OPR profile since 1991, follows:

<u>PERIOD ENDING</u>	<u>EVALUATION OF POTENTIAL</u>
27- Jun 91	Meets Standards
27 Jun 92	Meets Standards
27 Jun 93	Meets Standards
27 Jun 94	Meets Standards
12 Feb 95	Meets Standards
15 Nov 95	Meets Standards
*15 Nov 96	Meets Standards

\* Report on file at time of CY97C board

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AIR FORCE EVALUATION:

The Chief, Reports and Queries Team, AFPC/DPAIS1, reviewed the application and states that they discovered that the code "WB" was placed in the system; however, this code does not exist in HAF Table 38, Country State Codes. The appropriate code for Berlin is "BZ" and has been corrected by DPAIP.

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

The Chief, Appeals and SSB Branch, AFPC/DPPPA, reviewed the application and states that they agree that the citations for the decorations were missing. However, the purpose of having a citation included in the record is not to allow board members the opportunity to peruse the comments thereon, although they may do so if they are so inclined. The purpose is to make them aware of the level of the decorations. In accordance with AFI 36-2608, Table A2.1, Item 329, orders granting decorations may be filed and maintained when a like citation is not available. This speaks to the knowledge that a decoration was given as opposed to the contents contained in the citation. Even though the contested decoration citations were not on file in the OSR when the board convened, the board knew of their existence as evidenced by both the entries on the OSB and a memorandum from HQ AFPC/DPPBR1 to the applicant's servicing Military Personnel Flight (MPF), requesting they notify the applicant of the missing citations and take corrective action. They are opposed to the applicant receiving SSB consideration for the CY97C promotion board since the board members were aware of the decorations and factored them into their promotion evaluation. The decoration citations are now on file in the OSR. They were filed on 7 November 1997. In reference to the overseas duty history, each eligible officer considered by the CY97C board received detailed instruction for review of their preselection briefs (PSBs) and associated records. The instruction clearly state, "Officers are responsible for reviewing their PRF, OPRs and data on their preselection brief for accuracy prior to the board date, addressing all concerns and discrepancies through their servicing MPF, and if necessary, their chain of command and senior rater.

Officers will not be considered by SB if, in exercising reasonable diligence, the officer should have discovered an error or omission in his/her records and could have taken timely correction action." While the applicant claims his MPF attempted to update the information in the overseas duty history section of his OPB, he could have also notified the board president of the omission of the system code by letter prior to the board if he believed it important to his promotion consideration. They state that central boards evaluate the entire OSR assessing whole person factors. The selection board had the applicant's entire OSR that clearly outlined his accomplishments since the date he came on active duty. Furthermore, they do not believe the absence of the decoration citations or the missing location on the OSB in the overseas duty history section were the sole causes of the applicant's nonselection. Therefore they recommend denial of applicant's request.

A complete copy of the evaluation is attached at Exhibit D.

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APPLICANT'S REVIEW OF AIR FORCE EVALUATION:

The applicant reviewed the advisory opinions and states that the basis of his appeal is that his OSR was incomplete and did not accurately document his service, and he still feels this is justified. If decoration citations are only included to make a board aware of the decorations, the fact that the OSB accomplishes this raises the question as to why the citations are even included. He contends that citations are included as part of the whole person factors, and are included in an OSR for that very reason. What concerns him about his incomplete OSR is the message it may have sent to the board. It could have appeared that he made no effort to ensure that his OSR was complete since he never provided the missing citations to his MPF so they could forward them for inclusion in the OSR. He feels that he was diligent in reviewing his PSB and correcting the error that he found. He did notice that his status as an Officer Training School Distinguished Graduate was missing and had that corrected since it was then correctly reflected on the OSB. Everything else on his PSB was correct. Another concern that he has about his incomplete OSR is that it could have appeared that he had not received any decorations since 1983, when he was awarded the MSM for his service in [REDACTED]. The MSM citation is the highest in his incomplete OSR and would have been the first citation a board member may have seen if they read the contents of the OSR. The fact that his OSR was incomplete may or may not have been a factor in his nonselection to Major. He states that he served over 20 years as both an officer and enlisted and feels that his record is just as competitive as those of his peers.

Applicant's complete response, with attachments, is attached at Exhibit F.

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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. At the time applicant's record was considered for promotion to the grade of major by the CY97 board, his Officer Selection Record (OSR) did not include the citations for the decorations listed above, and his overseas duty history did not reflect his assignment in West Berlin. The Air Force states that even though the contested decoration citations were not on file in the OSR when the board convened, they board members knew of their existence as evidenced by both the entries on the Officer Selection Brief (OSB); also the board president could have been notified by letter of the omission of the system code prior to the board. We also note that the central boards evaluate the entire OSR when considering an individual for promotion. After reviewing the evidence of record, we are in agreement with the comments of the Air Force. In view of the above, we are compelled to conclude that the absence of the decoration citations and the missing location on the OSB in the overseas duty history section were harmless errors. Therefore, we find no basis upon which to recommend favorable action on this application.

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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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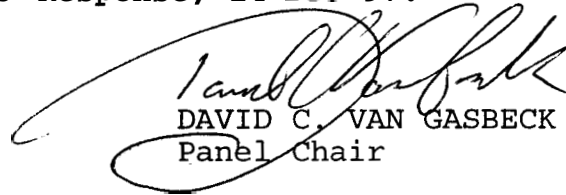
The following members of the Board considered this application in Executive Session on 10 September 1998, under the provisions of AFI 36-2603:

Mr. David C. Van Gasbeck, Panel Chair  
Dr. Gerald B. Kauvar, Member  
Ms. Rita J. Maldonado, Member



The following documentary evidence was considered:

- Exhibit A. DD Form 149, dated 23 October 1997.
- Exhibit B. Applicant's Master Personnel Records.
- Exhibit C. Letter, AFPC/DPAIS1, dated 10 Nov 97.
- Exhibit D. Letter, AFPC/DPPPA, dated 25 Nov 97.
- Exhibit E. Letter, AFBCMR, dated 8 Dec 97.
- Exhibit F. Applicant's Response, 24 Dec 97.



DAVID C. VAN GASBECK  
Panel Chair



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



10 NOV 1997

MEMORANDUM FOR AFBCMR

FROM: HQ AFPC/DPAIS1  
550 C Street West, Suite 32  
Randolph AFB, TX 78150-4734

SUBJECT: Application for Correction of Military Records (DD Form 149) [REDACTED]

**Requested Action.** The applicant requests his Officer Selection Brief (OSB) be corrected to reflect a valid location under Overseas Duty History and his Officer Selection Record include three missing award citations. We will address the Overseas Duty History only. The applicant also requests Special Selection Board consideration if any corrections are made to his records.

**Reason for Request.** Applicants inclusive dates of 25 Jun 81 - 30 Jun 83, under the Officer Duty History portion of the OSB, have a corresponding location which is blank. Member believes it should read West Berlin (WB).

**Discussion.** With the assistance of DPAIP, a thorough search was conducted of members overseas histories. We discovered that the code 'WB' was placed in the system; however, this code does not exist in HAF Table 38, Country State Codes. The appropriate code for Berlin is 'BZ' and has been corrected by DPAIP.

**Recommendation.** We defer to HQ AFPC/DPPPAB.

**Case Forwarded To.** Application has been forwarded to HQ AFPC/DPPPAB.

**Point of Contact:** [REDACTED]

[REDACTED]  
Chief, Reports and Queries Team  
Directorate of Assignments

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



25 NOV 1997

MEMORANDUM FOR AFBCMR

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

SUBJECT: [REDACTED]

Requested Action. Applicant requests special selection board (SSB) consideration by the CY97C (16 Jun 97) (P0497C) central major selection board with inclusion of the citations accompanying the award of the Air Force Achievement Medal, Basic, awarded in 1992; the Defense Meritorious Service Medal, Basic, awarded in 1995; Joint Service Achievement Medal, 1<sup>st</sup> Oak Leaf Cluster, awarded in 1988; and Joint Service Commendation Medal, 1<sup>st</sup> Oak Leaf Cluster, awarded in 1990 in his Officer Selection Record (OSR). He further requests his overseas duty history corrected to reflect his assignment in West Berlin.

Basis for Request. The applicant discovered the contested citations were missing from his OSR when he was counseled by personnel from HQ AFPC after being nonselected to the grade of major by the P0497C major central selection board.

Recommendation. Deny.

Facts and Comments:

a. Application is timely. AFI 36-2401, Correcting Officer and Enlisted Evaluation Reports, 15 Aug 94, does not apply in this instance. Applicant has one nonselection for promotion to the grade of major by the P0497C board.

b. In support of his appeal, the applicant submits the citations, certificates and orders for the contested decorations.

c. The applicant contends the citations for the decorations listed above were missing from his OSR. We agree. However, we would like to point out the purpose of having a citation included in the record is not to allow board members the opportunity to peruse the comments thereon, although they may do so if they are so inclined. Rather, the purpose is to make them aware of the level of the decorations. In this regard, we're guided by AFI 36-2608, Table A2.1, Item 329. Specifically cited is that orders granting decorations may be filed and maintained when a like citation is not available. This speaks to the "knowledge" that a decoration was given as opposed to the "contents" contained in the citation. Even though the contested decoration citations were not on file in the OSR when the board convened, they knew of their existence as evidenced by both the entries on the OSB and a memorandum from HQ

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AFPC/DPPBR1 to the applicant's servicing Military Personnel Flight (MPF), requesting they notify the applicant of the missing citations and take corrective action. Therefore, the board members were knowledgeable the decorations were awarded to **the** applicant which is the ultimate purpose of including them in the promotion selection process. We are opposed to the applicant receiving SSB consideration for the P0497C promotion board since the board members were aware of the decorations and factored them into their promotion evaluation. We would **like** to point out the decoration citations are now on file in the **OSR**. They were filed 7 Nov 97.

d. The applicant further contends his overseas duty history was blank and should have reflected his assignment in West Berlin. The advisory written by HQ AFPC/DPAIS1 addresses the facts surrounding that issue. Each eligible officer considered by the P0497C board received detailed instructions for review of their preselection briefs **and** associated records. The instructions clearly state, "Officers are responsible for reviewing their PRF, OPRs and data on their preselection brief for accuracy prior to the board date, addressing all concerns **and** discrepancies through their servicing Military Personnel Flight (MPF), and if necessary, their chain of command and senior rater. Officers will not be considered by SSB if, in exercising reasonable diligence, the officer should have discovered **an** error or omission in his/her records and could have taken timely corrective action." While the officer claims his Military Personnel Flight attempted to update the information in the overseas duty history section of his OPB, he could have also notified the board president of the omission of the system code by letter prior **to** the board if he believed it important to his promotion consideration. However, we do not find any record the applicant wrote such **a** letter to the board president. We strongly recommend denying the applicant's request for **SSB** consideration by the P0497C board on **this** issue.

f. Central boards evaluate the entire officer selection record (OSR) (including the promotion recommendation form, officer performance reports, 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. The selection board had the applicant's entire officer selection record that clearly outlined his accomplishments since the date he came on active duty. We do not believe the absence of the decoration citations or the missing location on the **OSB** in the overseas **duty** history section were the sole causes of the applicant's nonselection.

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



Chief, Appeals and SSB Branch  
Directorate of Personnel Program **Mgt**



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