

RECORD OF PROCEEDINGS
AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

IN THE MATTER OF:

DOCKET NUMBER: 94-04904

COUNSEL: None

HEARING DESIRED: Yes MAR 5 1999

APPLICANT REQUESTS THAT:

1. The Officer Performance Reports (OPRs) closing 12 May 1990, 12 May 1991, 12 May 1992, and 12 May 1993 be replaced with reaccomplished reports provided.
2. The Promotion Recommendation Form (PRF) for the Calendar Year 1993A (CY93A) Lieutenant Colonel Selection Board be upgraded to reflect an overall recommendation of "Definitely Promote" (DP), the "Review Group Size" block remain "N/A."
3. Replace the Officer Selection Brief (OSB) reviewed by the CY93A selection board with one that indicates his membership in the Acquisition Corps (AC).
4. None of the corrected/replaced documents should be annotated as corrected copies.
5. He be directly promoted to the grade of lieutenant colonel as if selected by the CY93A selection board, or, **in the alternative**, he be given Special Selection Board (SSB) consideration for the CY93A and, if necessary, the CY94A selection board.
6. He be credited for additional service so that he can retire in the grade of lieutenant colonel with 20 years rather than as a major with 17 years. **[This request was added in his rebuttals at Exhibit P.]**

APPLICANT CONTENDS THAT:

1. The OPRs he received in 1990 and 1992 were inappropriately written because the raters did not follow regulation and policy letters. On the 1990, 1991, and 1992 OPRs, the rater and additional rater comments did not fully communicate their overall assessment in the area of professional military education (PME) recommendations primarily due to erroneous guidance or a misunderstanding of the eligibility criteria. Also, his duty title for the 1992 and 1993 OPRs was "Acquisition Staff Officer," a nondescriptive title in violation of AFR 36-10. "Assistant Chief, Contract Review/Pricing Branch" is more descriptive of the actual duties he was performing.

2. As a result of the many errors in the four OPRs, along with the incorrect OSB, his record was incomplete and inaccurate when it was used to prepare the CY93A PRF.

3. He was unjustly denied membership in the AC before the CY93A board due to faulty application of Title 10, USC, Section 1732. However, based on more than a decade of acquisition experience, he met all the statutory requirements for corps membership before the CY93A board convened and the OSB for that board should have indicated corps membership.

4. The AFR 31-11 appeal process is flawed and utilizes an improper standard of proof; the Air Force's PRF and promotion processes violate law and regulation; the score criteria for SSBs are arbitrary, capricious and not based on a finding actually made by the original board; and there is no way to resolve the "promotion recommendation process" on a fair and equitable basis. He should be directly promoted to lieutenant colonel.

In support, applicant provides a 22-page brief with 38 attachments, including supporting statements from the evaluators of the OPRs and reaccomplished reports. His complete submission is attached at Exhibit A.

STATEMENT OF FACTS:

[Applicant submitted his appeal to the AFBCMR on 15 December 1994. The last advisory was obtained in March 1996. After being granted two extensions to respond to the advisories, applicant finally requested on 15 July 1996 that his case be temporarily withdrawn until he was ready to proceed (Exhibit J). In a letter dated 4 April 1998, he provided a rebuttal and asked that his case be reopened and processed (Exhibit L).]

Applicant served on active duty as an acquisition/contracting officer. He retired from the Air Force as a major on 1 June 1995 after having been twice nonselected for promotion to lieutenant colonel by the CY93A (12 Oct 93) and CY94A (11 Oct 94) boards. The contested PRF for the CY93A promotion board reflected an overall recommendation of "Promote," as did the PRF for the CY94A board. The OPRs in question were reviewed by both boards. The CY94A OSB indicated that the requested duty title, "Assistant Chief, Contract Review/Pricing Branch," became effective 13 May 1993.

A similar application was submitted under AFR 31-11. On 21 June 1994, the Officer Personnel Records Review Board (OPRRB) did not waive the three-year limitation for appealing the 1990 OPR and denied the requests for correcting the 1991, 1992, and 1993 OPRs as well as the CY93A PRF.

According to a 19 January 1996 letter from SAF/IGS, the applicant apparently filed an Inspector General (IG) complaint alleging the former Director of Logistics, HQ Air Combat Command (ACC), convened mini-promotion boards during the promotion recommendation process for the CY93A and CY94A boards. He was advised that his allegation was substantiated and that HQ AFPC and HQ ACC were advised in August 1995 to take appropriate actions. On 21 May 1996, HQ ACC advised applicant that a new Senior Rater had been designated to review the HQ ACC/LG officers and that, in his case, a revised PRF for the CY94A board was warranted. The new PRF for the CY94A board was upgraded to a DP. (See Exhibit L.) However, the reaccomplished CY94A PRF incorrectly reflects a group size of "1" rather than "N/A" (See AFPC/JA advisory, referencing a 6 February 1996 HQ USAF/JAG opinion, at Exhibit H).

AIR FORCE EVALUATION:

1. The Chief, Promotion, Evaluation & Recognition Division, HQ AFPC/DPPP, provides, in part, the following discussion regarding the OPRs:

12 May 1990 OPR: The rater did, indeed, change his comments in Section IV of the reaccomplished report, but he also changed the entire text in Section VI instead of just adding a PME recommendation (which there was more than ample room to do in this Section). The rater does not explain why he did this. The additional rater does not specifically state what "staff procedural errors" he is referring to or what he now knows that he did not know when the OPR was written. Both the rater and additional rater recommend promotion reconsideration---not direct promotion.

12 May 1991 OPR: The evaluators support promotion reconsideration, not direct promotion.

12 May 1992 OPR: The evaluators do not explain what "oversight" resulted in an alleged erroneous title or how it happened. Nor is a source document provided to verify the duty title currently on the OPR is in error. The rater states he was relatively inexperienced with preparing OPRs. However, the Officer Evaluation System (OES) had been in effect nearly three and one-half years when this OPR was written. While the evaluators are willing to rewrite the report to include "impact" statements, none of them explain what they know now that they did not know then.

12 May 1993 OPR: None of the evaluators explain what "oversight" warrants a new duty title in this report, nor is a source document provided for verification. The author questions why is it necessary to reaccomplish the entire report for just a

duty title change when the duty title on the report currently on file could have been administratively changed.

Regarding the lack of PME recommendations on the four contested reports: The evaluators indicate it was their understanding that PME recommendations were "veiled promotion statements." Since the implementation of the OES in August 1988, there has never been a prohibition on the addition of a PME recommendation to an OPR. While it may be argued that the omission of a PME recommendation was inadvertent rather than intentional, the purpose of the appeal process is to correct errors or injustices, not recreate history or enhance promotion potential. A PME recommendation is optional and its absence does not flaw a report. Denial is recommended. However, if the Board determines relief is appropriate, the author strongly recommends against any correction other than adding the PME recommendation statements. The applicant focuses on the omission of these statements but then submits totally reaccomplished reports. Reviewing a sampling of records from the CY93A board, not all the selects had PME recommendations on the OPRs in their records. Likewise, some nonselects did have PME recommendations. Therefore, a recommendation for PME is not a prerequisite for promotion selection nor does having this statement ensure selection.

The author discusses the PRF. *[The author incorrectly asserts that the group size block should be annotated with a "1," not the "N/A" as the applicant requests. See HQ AFPC/JA's advisory at Exhibit H and DPPPA's addendum to their additional advisory at Exhibit M.]* Applicant's belief that the requirement for senior rater and MLEB president concurrence eliminates any opportunity for an officer to appeal an inaccurate or unjust PRF is not based on fact. The author states that if applicant's records are corrected, they will have no apparent corrections when the SSB convenes because the "corrected copy" annotations are masked. The author believes the application should be denied in its entirety.

A complete copy of the evaluation, with attachments, is at Exhibit C.

2. The Chief, Evaluation Boards Section, HQ AFMPC/DPMAJEB, evaluated the appeal and provides a technical advisory. Applicant's assumption that since original Management Level Evaluation Board (MLEB) documents are destroyed upon announcement of central selection boards there is no existing "relook" capability is invalid. In appeal actions requesting upgrade of promotion recommendation, the MLEB president is specifically tasked with determining if the corrected record is sufficiently strong enough to award a DP. A record comparison is not required for this member to determine whether or not a record is of "DP

quality." In fact, under normal evaluation board proceedings there are often instances where the panel members must make a promotion recommendation determination without a record comparison (e.g., one record is forwarded in aggregation for DP consideration and there is one DP allocated in this category). In cases such as this, the panel members' charter is to determine if the promotion candidate merits the DP promotion recommendation only. If the applicant succeeds in replacing the four contested OPRs, the author recommends the applicant solicit a new PRF from the same senior rater who accomplished the original one and this PRF be forwarded to the MLEB president for review. Air Force policy is very specific regarding the change of overall promotion recommendation to a DP and the applicant has not complied with these requirements. There is no evidence he received anything but fair and equitable treatment in the PRF process.

A complete copy of the evaluation is at Exhibit D.

3. The Chief, Evaluation Procedures Section, **HQ AFMPC/DPMAJEP**, examined the case and finds no violation of regulatory provisions that would result in the contested OPRs being flawed. "The omission of PME or the inappropriate recommendation for PME does warrant amending or reaccomplishing an OPR" [sic]. There are duty history Reports of Individual Person (RIPs) in the case that reflect the applicant's duty title. However, these source documents cannot be used to change the duty title. The applicant must present a source document such as an AF Form 2096 or other source document (effective on or before the close-out date of the OPR) used by the applicant's military personnel flight (MPF) to certify the correct duty title. Raters are encouraged to recommend ratees for PME but it is not mandatory. Administrative oversights that weakens an OPR do not warrant reaccomplishing the report to strengthen it. The OPRs are considered an accurate assessment of performance when they became a matter of record and the author recommends denial.

A complete copy of the evaluation, with attachments, is at Exhibit E.

4. The Chief of Operations, Selection Board Secretariat, **HQ AFPC/DPPB**, disagrees with applicant's contention that promotion boards violate Title 10, USC, Sections 616 and 617 and Department of Defense Directive (DODD) 1320.12. Air Force legal representatives have reviewed the procedures on several occasions and have determined they comply with the applicable statutes and policy. The directive requires individual selection boards for each competitive category and permits the boards to be convened concurrently. All Air Force promotion boards comply with this directive. The actions/responsibilities of each board president are in compliance with statute and policy. Upon the approval and

publishing of DODD 1320.12, all Air Force promotion boards were placed on hold pending a complete rewrite of AFR 36-89. Only after the new AFR was approved by the Secretary of Defense did promotion boards resume. Like similar applications, this appeal contains faulty logic, incorrect statements, accusations without merit, directives/statute/regulations taken out of context and is fully unfounded.

A complete copy of the evaluation is at Exhibit F.

5. The Chief, Reports & Queries Team, HQ **AFPC/DPAIS1**, also reviewed the case and states that prior to the CY93A board, applicant met all of the criteria to become a member of the AC, except that he was not projected into or encumbering a critical acquisition position (CAP). His record in the database shows that he was a major, had **123** months of acquisition experience, was level III certified, met the **24/12** semester credit hours requirement, had a bachelor's degree, and was satisfactory in his job performance. The position he was assigned to was a non-critical contracting position. As a result, he was coded as "corps eligible." If his position was in fact coded critical, then he would have been coded as a "corps member." Since he did not meet all of the requirements for the corps, his AC block on the OSB was blank. Since no error occurred, denial is recommended.

A complete copy of the evaluation, with attachments, is at Exhibit G.

6. The Staff Judge Advocate, HQ **AFPC/JA**, reviewed the appeal and provides, in part, the following discussion:

Applicant contends that his OSB was in error because his membership in the AC was not posted. As part of that argument, he states first that the OSB information was not approved by the SAF as required by statute. However, the applicant's own exhibit, the **29 April 1993** staff summary sheet at Attachment 7 to his letter, clearly contains the questioned authority in the "Recommendation" section at paragraph 5.

Applicant's argument that the Air Force requirements for AC membership violates statute is discussed. In short, the Air Force's requirements for AC membership---which, as described by the AFPC/DPAIS1 advisory, applicant failed to fulfill---were entirely proper and authorized by law.

With respect to the PRF's group size, AF/JAG's 6 February 1996 opinion determined that statute requires that, if a corrected PRF is to be addressed by an SSB, it must appear as it would have appeared to the board that considered it. Therefore,

if a PRF's group size was originally "N/A," it must appear as "N/A," rather than "1," if its corrected version is placed before an SSB.

As to applicant's arguments regarding the PRF, his reliance on the court's conclusion in Sanders v. US is totally misplaced. In Sanders, the problem was one of remedy---whether admittedly erroneous Officer Effectiveness Reports (OERs) contributed to nonselection and the officer's ultimate separation. The court said the real error was that the BCMR acted as a "super promotion board" rather than correcting the error, effectively usurping the function of a promotion board. In applicant's case, one is not dealing with a standard to be applied in obtaining correction board relief, nor is it about the effect of an **acknowledged** [emphasis advisory's] error on the promotion process. On the contrary, the issue here is **whether** any error has occurred within an internal Air Force promotion **recommendation** procedure (unlike Sanders, this applicant has not proven the existence of any error requiring correction), wherein the final promotion recommendation (DP, Promote, Do Not Promote) cannot exist without the concurrence of the officers who authored and approved it. The author believes the BCMR is not in the position to independently determine a promotion recommendation; reliance on the senior rater and MLEB president per the regulation is the best and only practical means to permit a PRF correction.

Applicant avers that Air Force promotion selection boards are contrary to regulation, directives and statute. There is no provision of law that specifically requires each member of a promotion board to personally review and score the record of each officer being considered by the board. The House Armed Services Committee Report that accompanied the Defense Officer Personnel Management Act (DOPMA) Technical Corrections Act specifically references panels as a type of administrative subdivision of selection boards. Consequently, it is clear that at the time DOPMA was enacted, Congress was certainly aware of the existence of promotion board panels and expressed no problem with them. Furthermore, the language of the pertinent statute speaks to the corporate board and not to individual members. In essence, a majority of the board must recommend an officer for promotion and each member is required to certify that the corporate board has considered each record and that the board members, in their opinion, have recommended those officers who "are best qualified for promotion." The Air Force's competitive category panels, which are convened concurrently as permitted by the DODD, fully accomplish the stated purpose; i.e., members of each competitive category compete within their respective panel only against other officers of that same category. Thus, the panels operate as separate boards for purposes of the DODD and fulfill all the requisite statutory and regulatory requirements.

As for his contentions regarding the autonomy of the panel operation and board president, the duties prescribed for board presidents by Air Force directives do require the president to perform several critical duties relative to board scoring. These duties do not, however, in any manner constrain the board from recommending for promotion the best qualified among the fully qualified officers being considered. Applicant has offered no proof that the president of this or any Air Force selection board has ever acted contrary to law or regulation.

The Air Force's SSB procedure fully comports with the pertinent statute's requirement that an officer's "record be compared with a sampling of the record of those officers of the same competitive category who were recommended for promotion, and those officers who were not recommended for promotion, by the board that should have considered him." The burden is on the applicant to prove otherwise, and he has failed to do so.

Regarding his request for direct promotion, both Congress and DOD have made clear their intent that errors ultimately affecting promotion should be resolved through the use of SSBs. The BCMR is not in the appropriate position to grant a direct promotion. The BCMR has not in the past (and likely will not in the future) considered direct promotion except in the most extraordinary circumstances where SSB consideration was deemed totally unworkable. The applicant's case does not fall into that category. Finally, even to assume arguendo that applicant had established an error that an SSB could not remedy (a notion the author rejects), it is quite another matter to directly promote him.

The application should be denied; applicant has failed to present relevant evidence of any error or injustice warranting relief.

A complete copy of the evaluation is at Exhibit H.

APPLICANT'S REVIEW OF AIR FORCE EVALUATION:

After requesting that his case be temporarily withdrawn in July 1996, the applicant provided a 42-page rebuttal, with attachments in April 1998. He states that AFPC deliberately denied the Board key relevant facts. None of the Air Force advisories even acknowledged the fact that the IG investigated his senior rater and as early as August 1995 (many months prior to the date of several of the advisories), AFPC was informed that the IG had substantiated the fact that his senior rater used illegal mini-boards in the PRF process for both the CY93A and CY94A boards. Therefore, their arguments should be dismissed as not only inaccurate and unjust but clearly written in bad faith with the intent to deceive the Board. He points out the inaccuracies in the AFPC/DPPP advisory regarding the PRF group size. The

preponderance of evidence proves the four OPRs are both inaccurate and unjust as currently written. Had the four contested OPRs been correct in 1993, he would have received a DP on the original CY93A PRF, or it would have been upgraded to a DP by the 'relook' board. The evidence proves there were significant problems in his record of performance used for his PRFs. Not only did his rating chain ignore OPR requirements, it also ignored PRF requirements as well. He asks that the group sizes in both PRFs be changed to "N/A." The evidence proves his OSB should have shown AC membership for both the CY93A and CY94A boards. Since he met all the criteria for membership spelled out in the DOD regulation, and no Air Force regulation existed spelling out additional requirements, there is yet another basis upon which he should have been identified as a member of the AC for both selection boards. He gives detailed arguments against the Air Force's defense of its evaluation and promotion processes. He asks for a direct promotion as if selected by the CY93A board because an SSB cannot provide him a full measure of relief.

Applicant's complete rebuttal, with attachments, is at Exhibit L.

ADDITIONAL AIR FORCE EVALUATIONS:

The Chief, Appeals & SSB Branch, HQ AFPC/DPPPA, again reviewed the appeal in light of applicant reopening his case and presenting additional contentions. The Chief stands by the recommendations made in the original advisory, asserting the applicant failed to provide any new evidence to support his contentions. If the AFBCMR decides to replace the contested OPRs, the Chief recommends they be corrected in accordance with AFI 36-2401 and that Air Combat Command designate a senior rater to prepare a new PRF for possible upgrade of the CY93A PRF. If the Board grants promotion consideration, the correction statements will be removed for the SSB. To vary from the confines of Air Force policy for the applicant would be unfair to others and denial is recommended. Based on the 21 May 1996 letter from HQ ACC/CC [Exhibit L], DPPPA is granting SSB for the CY94A based on the revised CY94A PRF.

Pursuant to an electronic mailgram from the applicant questioning the above advisory, HQ AFPC/DPPPA provided an addendum to paragraph "e" of their advisory, indicating that the group size on the revised CY94A PRF should be corrected to reflect "N/A," rather than "1." Also, DPPPA believes it would be in the applicant's best interests to wait until the Board has resolved the issue of the contested OPRs before they provide the applicant SSB consideration for the CY94A board.

A complete copy of the evaluation, its attachment and addendum are at Exhibit M.

The Chief of Operations, Selection Board Secretariat, HQ AFPC/DPPB, also re-evaluated the appeal and states the applicant failed to provide new evidence and there is nothing to add to the original advisory. The Chief provides a copy of the applicant's officer selection record (OSR) as seen by the CY93A board, and the OSB and PRF created for the CY94A board.

A complete copy of the evaluation, with attachments, is at Exhibit N.

APPLICANT'S REVIEW OF ADDITIONAL AIR FORCE EVALUATIONS:

Applicant forwarded his rebuttal to AFPC/DPPPA, who returned it to the AFBCMR. He disagrees with DPPPA's recommendations and wants AFPC to "press forward immediately" with the correction of the [CY94A] PRF and grant him SSB in January 1999.

The applicant provided another response, this time directed to the AFBCMR. He asks that he be considered immediately by SSB for the CY94A board with his new "DP" PRF reflecting the appropriate group size, he be retroactively promoted, and that he be credited with additional service so that he can retire in the grade of lieutenant colonel with 20 years rather than as a major with 17-plus years. He provides his rationale for requesting this relief and discusses the "incompetence" of HQ AFPC.

Applicant's complete responses, with attachments, are at Exhibit P.

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 to warrant partial relief. In his last rebuttals, the applicant requested the Board direct correction of the CY94A PRF's group size and "immediate" consideration for the CY94A board by the SSB scheduled to convene in January 1999. The Board concluded, however, that it was best to consider all raised issues in this Executive Session.
4. We note the IG substantiated the applicant's allegations that the former Director of Logistics, HQ ACC, had convened mini-promotion boards during the promotion recommendation process for the CY93A and CY94A boards. A newly designated senior rater determined that the CY94A PRF warranted upgrading the overall recommendation to a DP. The CY93A PRF was not found to be flawed,

and the applicant has provided insufficient evidence to refute this. We therefore deny his request for SSB consideration for the CY93A board with an upgraded **PRF**. However, we do recommend he be given SSB consideration for the CY94A board with the upgraded **PRF**, amended to reflect a group size of "N/A," in his records. As is indicated in the advisory opinion, AFPC masks the "corrected copy" annotations on records presented to an SSB.

5. Insufficient relevant evidence has been presented to demonstrate the existence of probable error or injustice with respect to the applicant's other requests. In reaching this conclusion, we considered the following:

a. with respect to the four contested **OPRs**, the evaluators' supporting statements did not convince us that the reports should be amended to include **PME** recommendations, and they certainly did not justify rewriting entire sections. Since August 1988, the **OES** has not prohibited the addition of **PME** recommendations. Such recommendations are optional and their absence does not flaw a report. They are neither prerequisites for nor guarantees of promotion selection. As for the duty title issue, we note the CY94A OSB indicates the requested title became effective 13 May 1993, after the closing date of the 12 May 1993 report. The applicant has not provided persuasive evidence that the requested title became effective at an earlier date to render the duty titles on the 12 May 1992 and 1993 **OPRs** inaccurate. Therefore, this portion of the applicant's appeal is denied in its entirety.

b. Applicant's contentions regarding the omission of AC membership on the CY93A OSB 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 on this issue. We agree with the Air Force's recommendations and adopt the rationale expressed as the basis for our decision that the applicant has suffered neither an error nor an injustice in this regard. Therefore, this portion of his appeal is also denied.

c. The applicant's request for direct promotion to the grade of lieutenant colonel was not favorably considered. In this regard, the Board observes that officers compete for promotion under the whole person concept whereby many factors are carefully assessed by selection boards. An officer may be qualified for promotion but, in the judgment of a selection board vested with the discretionary authority to make the selections, may not be the best qualified of those available for the limited number of promotion vacancies. Therefore, absent clear-cut evidence that he would have been a selectee had his folder reflected the recommended change, we believe a duly constituted selection board applying the complete promotion criteria is in the most advantageous position to render this vital determination, and that its prerogative to do so should only be usurped under extraordinary circumstances.

d. As we have recommended the applicant be given SSB consideration, his most recent request to be retired in the grade of lieutenant colonel with credit for 20 years of active duty will be held in abeyance pending the results of the SSB for the CY94A board. If he is not selected for promotion, this issue becomes moot. If he is selected, the Board will then consider his request for a 20-year retirement in the grade of lieutenant colonel.

In view of the above, and absent persuasive evidence to the contrary, we recommend the applicant's records be corrected to the extent indicated below.

6. The documentation provided with this case was sufficient to give the Board a clear understanding of the issues involved and a personal appearance, with or without legal counsel, would not have materially added to that understanding. Therefore, the request for a hearing is not favorably considered.

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 Promotion Recommendation Form (PRF) considered by the Calendar Year 1994A (CY94A) Lieutenant Colonel Selection Board be declared void and removed from his records.

b. The attached reaccomplished PRF, reflecting a promotion recommendation of "Definitely Promote (DP)," be corrected to reflect a group size of "N/A," rather than "1."

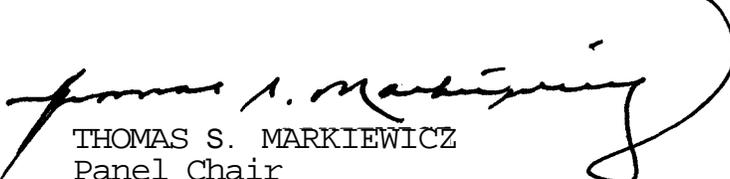
It is further recommended that he be considered for promotion to the grade of lieutenant colonel, with the amended "DP" CY94A PRF in his records, by a Special Selection Board for the CY94A board, and that the results be forwarded to the Air Force Board for Correction of Military Records at the earliest practicable date so that all necessary and appropriate actions may be completed.

The following members of the Board considered this application in Executive Session on 7 January 1999, under the provisions of AFI 36-2603:

Mr. Thomas S. Markiewicz, Panel Chair
Ms. Peggy E. Gordon, Member
Ms. Rita J. Maldonado, Member

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

- Exhibit A. DD Form 149, dated 15 Dec 94, w/atchs.
- Exhibit B. Applicant's Master Personnel Records.
- Exhibit C. Letter, HQ AFPC/DPPP, undated, w/atchs.
- Exhibit D. Letter, HQ AFMPC/DPMAJEB, dated 3 Mar 95.
- Exhibit E. Letter, HQ AFMPC/DPMAJEP, dated 16 Mar 95.
- Exhibit F. Letter, HQ AFPC/DPPB, dated 12 Feb 96.
- Exhibit G. Letter, HQ AFPC/DPAIS1, dated 14 Feb 96.
- Exhibit H. Letter, HQ AFPC/JA, dated 20 Mar 96.
- Exhibit I. Letter, AFBCMR, dated 8 Apr 96.
- Exhibit J. Letter, Applicant, dated 15 Jul 96.
- Exhibit K. Letter, AFBCMR, dated 25 Jul 96.
- Exhibit L. Letter, Applicant, dated 4 Apr 98, w/atchs.
- Exhibit M. Letters, HQ AFPC/DPPPA, dated 4 Aug & 17 Nov 98.
- Exhibit N. Letter, HQ AFPC/DPPB, dated 3 Sep 98, w/atchs.
- Exhibit O. Letter, AFBCMR, dated 23 Nov 98.
- Exhibit P. Letters, Applicant, dated 2 & 14 Dec 98, w/atchs.


THOMAS S. MARKIEWICZ
Panel Chair



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

Office of the Assistant Secretary
AFBCMR 94-04904

MAR 5 1999

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 Promotion Recommendation Form (PRF) considered by the Calendar Year 1994A (CY94A) Lieutenant Colonel Selection Board be, and hereby is, declared void and removed from his records.

b. The attached reaccomplished PRF, reflecting a promotion recommendation of "Definitely Promote (DP)," be corrected to reflect a group size of "N/A," rather than "1."

It is further directed that he be considered for promotion to the grade of lieutenant colonel, with the amended "DP" CY94A PRF in his records, by a Special Selection Board for the CY94A board, and that the results be forwarded to the Air Force Board for Correction of Military Records at the earliest practicable date so that all necessary and appropriate actions may be completed.


JOE G. LINEBERGER
Director
Air Force Review Boards Agency

Attachment:
Reaccomplished CY94A PRF