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Department of the Army Inspector General Action Request System

Tuesday, July 25, 2006

Electronic 1559

Page 1

FZ060007

Case Number : FZ060007 Close Date : 17-October-2005 Open Date : 14-October-2005

Suspense Date : External Suspense Date :

Complaint Made To : Army IG Receipt Mode : Walk-In

Case Status : Closed Non-IG Referral :

Initial Information Name Last : [Redacted] First : [Redacted] M.I. : [Redacted] SSN : [Redacted]

Component : Active Army Grade : [Redacted] Gender : [Redacted]

Acknowledge Date : Home UIC : Race : [Redacted]

Complainant Information Name Last : [Redacted] First : [Redacted] M.I. : [Redacted] SSN : [Redacted]

Component : Active Army Grade : [Redacted] Gender : [Redacted]

Home UIC : Race : [Redacted]

Case Label : DIH 06-6004 Home IG :

Problem Area : WB Reprisal against complainant for prior IG communication.

Notification Date : Inspector General : [Redacted]

Location : Fort McPherson, Georgia

Subject Information :
Last Name : First : M.I. : SSN :
Component : Grade : Gender :
Race : Organization ID :

Other Issues or Allegations :
Function : YR Reprisal
Determination : Assistance
User Data : TIM Category : C Operation :
Organization ID : XVIII Airborne Corps & Ft. Bragg

Synopsis :

On 15 September 2005, the XVIII Abn Corps & Fort Bragg Inspector General's Office (FBIGO) received a complaint from [Redacted] HHC 18th ABC (Rear Det) Fort Bragg, NC. The complainant had typed a three page letter outlining what she perceived as two Whistle Blower reprisals. [Redacted] alleged these reprisals took place after she made a (26 July 2005) protected communication with the FBIGO. The first reprisal outlined by the complainant was that [Redacted] HHC, VXIII Abn Corps (Rear Dragon

B-1a

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This document contains information EXEMPT FROM MANDATORY DISCLOSURE under the FOIA, Exemptions 5, 6 & 7 Apply.



F YHIRT 0-1

(b)(6) removed her from a scheduled, mission related TDY trip on 9 September 2005 because of her protected communication to the XVIII Airborne Corps and Fort Bragg Inspector General's Office. The purpose of the TDY was to check on the equipment of a deploying unit. (b)(6) determined that she was not needed, as others from the Brigade would suffice. During the preliminary analysis it was determined that the action did not effect or could effect (b)(6) position or career unfavorably. The complainant also felt she was reprimanded against by (b)(6) and (b)(6) Dragon Brigade (Forward), after (b)(6) (complainant's listed reviewer) failed to process her complete the record NCOER by 15 September 2005. This was the known cut off date for the complainant's (b)(6) board. The complainant stated she was informed the NCOER had been forwarded to (b)(6) for his review; however, on 15 September 2005, fifteen days from the date the NCOER was submitted and the set suspense date for (b)(6) to submit her promotion package to EREC she had not received her report. (b)(6) determined at that point (b)(6) and (b)(6) had reprimanded against her for the complaint she had previously filed with the XVIII Abn Corps and Fort Bragg Inspector General's Office (case number FJ 05-0314).

The complaint was reviewed and reported to (b)(6) at SAIG AC (b)(6) advised to complete an advisement letter and forward it through FORSCOM. This office in turn called FORSCOM and briefed (b)(6) on allegations, the prior communication, and the advisement letter, which was being prepared. On 21 September 2005 the advisement letter was reviewed and signed by (b)(6) and forwarded to FORSCOM along with the DA Form 1559 and complainants typed letter. FORSCOM advised that based on what was sent a declination memo should have been sent, due to no apparent adverse action. On 26 September 2005, a three way call took place between FORSCOM (b)(6) SAIG-AC (b)(6) and FBIGO (b)(6) about need for an advisement letter. FORSCOM was advised to send the advisement letter which had been forwarded to their office. The FBIGO was advised that based on what was discussed, it appeared no adverse action was taken against the complainant and a declination memo could be forwarded thru FORSCOM. On 27 Sep 2005, the FBIGO contacted (b)(6) and requested a copy of the questioned NCOER (complete the record) The FBIGO was provided a copy of (b)(6) NCOER, which was signed by (b)(6) (rater) and (b)(6) (senior rater). (b)(6) advised the report was forwarded to (b)(6) in Iraq. (b)(6) stated (b)(6) did not concur with the report due to (b)(6) having already received an NCOER in the position currently assigned. (b)(6) stated (b)(6) elected not to concur with the report, which he advised (b)(6) was his option IAW AR 623-205. On 27 September 2005, the FBIGO called and spoke to (b)(6) and (b)(6) at HRC, USAEREC (DSN (b)(6)). Both advised a complete the record report was optional and that job titles, brigade property book NCOIC and brigade S-4 NCOIC, were apparently the same duty. It was noted that job descriptions, which were outlined on the complete the record report and the prior annual NCOER, were almost word for word identical; therefore, a complete the record report would not be needed due to last NCOER for (b)(6) rating her for her current position. Based on the preponderance of credible evidence a declination memo was prepared for the IG. (b)(6) reviewed the report and supporting documentation and signed the declination memo. On 28 September 2005 the case was closed out case in IGARS. The supporting documents and the declination memorandum, along with this report were forwarded to FORSCOM. Case closed.

FORSCOM Forwarded declination to DAIG as office of record. Case Closed.

Case Notes:

15 Sep 05 [redacted] - Complainant brought in type letter to the FBIGO outlining WB reprisal, in which she alleged memos of her chain of command had reprisal against her for making a protected communication with this office.

20 Sep 05 [redacted] - Complaint was reviewed and reported to [redacted] at SAIG AC [redacted] Advised to complete advisement of 10 USC, Section 1034 Complaint. This office also called FORSCOM and briefed [redacted] on allegations and advisement letter.

21 Sep 05 [redacted] - Advisement letter was reviewed and signed by [redacted] Advisement letter, 1559, and complainants typed letter was scanned and sent to FORSCOM to the attention of [redacted] [redacted] emailed back advised [redacted] [redacted] and he believed Declination memo should have been sent that there was no adverse action.

26 Sep 05 [redacted] - Had three way call with FORSCOM [redacted], SAIG-AC [redacted] and FBIGO [redacted] about need for an advisement letter. FORSCOM was advised to send advisement, which had been forwarded to their office, FBIGO was advised that based on what was discussed it appeared no adverse action was taken against the complainant and a declination memo could be forwarded thru FORSCOM.

27 Sep 05 [redacted] - Contacted [redacted] and requested a copy of NCOER (complete the record) that was now in question. The FBIGO was provided a copy of [redacted] NCOER, which was signed by [redacted] [redacted] advised the report was forwarded to [redacted]. [redacted] stated [redacted] did not concur with the report due to [redacted] having already received an NCOER in the position she was currently assigned. He then elected not to concur with the report which is his option IAW with the regulation.

27 Sep 05 [redacted] - Called and spoke to [redacted] and [redacted] at HRC, USAEREC (DSN [redacted]). Both advised a complete the record report was optional and that job titles, brigade property book NCOIC and brigade S-4 NCOIC, were apparently the same duty. Also noted that job descriptions, which were outlined on the complete the record report and the prior annual NCOER, were almost word for word identical; therefore a complete the record report would not be needed due to last NCOER for [redacted] rating her for her current position. Prepared a declination memo for [redacted] signature.

28 Sep 05 [redacted] - Closed out case in IGARS, scanned documents, and forwarded declination memo and enclosures to FORSCOM.

13 Oct 05 [redacted] - Advised by FORSCOM to refer case to them and close out.

14 Oct 05 [redacted] accepted case in IGARS. Initiating new short form declination procedures in IGARS. 18ABC submitted advisement to FORSCOM on 21 Sept 05. FORSCOM IG fwd'd advisement to [redacted] DAIG WBIQB for their action. Since there was no UPA associated with the complaint, DAIG was told that a declination was soon to follow. IAW new procedures 18 ABC referred OOR to FORSCOM, and we'll in turn fwd OOR to DAIG. Case sent To [redacted] for processing before fwd'ing. AO [redacted]

[redacted] Case processed for opening, referral letter and file sent to [redacted] for transmission to DAIG.

17 Oct 05 [redacted] referred case to DAIG as office of record. Forwarded declination pdf file in email to [redacted] Case closed.

13 Mar 06 [redacted] Forwarded a copy of the approved case notice to XVIII ABN Corps IG.

End-of-Report 1 Records



DEPARTMENT OF THE ARMY
OFFICE OF THE INSPECTOR GENERAL
1700 ARMY PENTAGON
WASHINGTON, DC 20310-1700

SAIG-AC (20-1e)

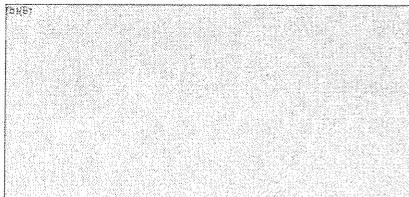
13 March 2006

MEMORANDUM FOR INSPECTOR GENERAL, HEADQUARTERS, U.S. ARMY
FORCES COMMAND (AFCG-IG), 1777 HARDEE AVENUE, SOUTHWEST,
FORT McPHERSON, GEORGIA 30330-1062

SUBJECT: Whistleblower Reprisal Case ([REDACTED] /DIH-06-6004)
INFORMATION MEMORANDUM

1. In accordance with Department of Defense Directive 7050.6, Military Whistleblower Protection, the following information is provided concerning the outcome of the preliminary analysis into the allegations of reprisal presented by [REDACTED]. After reviewing your preliminary analysis, the IG, DoD formally concurred that there were no unfavorable personnel actions (enclosure 1).
2. We have notified the complainant of the findings (enclosure 2).
3. If you have questions or require additional information regarding this case, please contact my action officer, [REDACTED] at DSN: [REDACTED].

Encls



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B-16



INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
400 ARMY NAVY DRIVE
ARLINGTON, VIRGINIA 22202-4704

FEB 28 2006

MEMORANDUM FOR INSPECTOR GENERAL, DEPARTMENT OF THE ARMY
ATTN: ASSISTANCE DIVISION (WHISTLEBLOWER
INVESTIGATION)

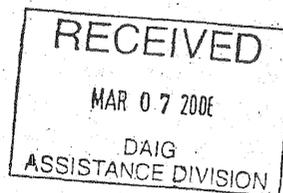
SUBJECT: Concur with Declination to Investigate under 10 U.S.C. 1034—
/U. S. Army (DIH 06-6004)
(SIRC 2006-043)

This responds to your memorandum of January 20, 2006, forwarding a preliminary analysis of reprisal allegations by We have reviewed the preliminary analysis and concur that further investigation is not warranted under Title 10, United States Code, Section 1034. We consider the matter closed.

Please contact at if you have any questions.

Military Reprisal Investigations

cc:
ABCMR



B-1c



DEPARTMENT OF THE ARMY
OFFICE OF THE INSPECTOR GENERAL
1700 ARMY PENTAGON
WASHINGTON DC 20310-1700

March 13, 2006

Assistance Division

(b)(6)

Dear (b)(6)

The United States Army Inspector General Agency completed a Preliminary Analysis (PA) into your reprisal allegations, conducted under Title 10, United States Code, Section 1034, "Military Whistleblower Protection Act," as implemented by DoD Directive 7050.6, "Military Whistleblower Protection."

During our preliminary analysis, we reviewed documentation you provided as well as documentation from other sources. We determined that your allegations of reprisal do not warrant further investigation. Being removed from a TDY trip is not an unfavorable personnel action and your complete the record NCOER not being processed was not unfavorable since you had a current NCOER in your records for the E-8 board review.

The IG, DoD conducted a thorough review of our PA and agreed with its conclusion. Accordingly, we have closed your case (DIH-06-6004) from further consideration under Title 10 U.S.C., Section 1034, Whistleblower Protection Act.

Also, if you believe you are the victim of an error or injustice, 10 U.S.C. 1552 provides that you may request that the Army Board for Correction of Military Records (ABCMR) consider an application for correction of your military records. The ABCMR address is: Army Board for Correction of Military Records (SFMR-RBR, Chief Examiner), 1941 Jefferson Davis Highway, 2nd Floor, Arlington, Virginia 22202-4508. The telephone number is (703) 607-1611 or DSN: 327-1611.

The Point of Contact for this action is (b)(6) DSN: (b)(6) or COM:
(b)(6)

Sincerely,

(b)(6)

B/d



DEPARTMENT OF THE ARMY
HEADQUARTERS, XVIII AIRBORNE CORPS AND FORT BRAGG
FORT BRAGG NC 28310

AFZA-IG
26 September 2005

MEMORANDUM THRU

Commander, U. S. Army Forces Command, ATTN: AFCEG-IG, 1777 Hardec Ave SW, Fort
McPherson, Georgia 30330-1062

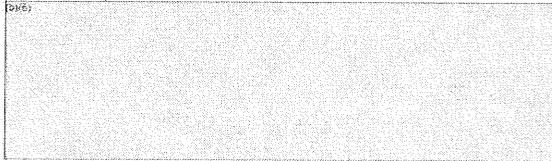
Inspector General, Department of the Army, ATTN: SAIG-AC, 1700 Army Pentagon,
Washington, DC 20310-1700

FOR Inspector General, Department of Defense, ATTN: Special Inquiries Directorate (b)(6)
(b)(6), 400 Army Navy Drive, Arlington, VA 22202-2884

SUBJECT: Declination of Protection of Complaint Under 10 U.S.C., Section 1034

1. In accordance with Subsection (3)(c) of 10 U.S.C., Section 1034 (Military Whistleblower
Protection), we provide the enclosed declination:

a. Complainant:



b. Complaint Received: 15 September 2005

c. On 26 July 2005 the complainant came to the XVIII Airborne Corps and Fort Bragg
Inspector General's Office and requested assistance with a report of survey that had been
initiated against her on 15 September 2004. In the complaint she believed there was a double
standard for the liability of Government property in her unit and named the two persons in her
chain of command as having property, which was not purchased properly, not accounted for
properly, and not reported as missing properly.

d. Personnel actions and reasons for declination: 1) The complainant believed that (b)(6)
(b)(6) HHC, VXIII Abn Corps (Rear Dragon Brigade (b)(6)) removed her from a
scheduled, mission related TDY trip on 9 September 2005 because of her protected
communication to the XVIII Airborne Corps and Fort Bragg Inspector General's Office. The

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B/e

AFZA-IG

SUBJECT: Declination of Protection of Complaint Under 10 U.S.C., Section 1034

purpose of the TDY was to check on the equipment of a deploying unit. [REDACTED] determined that she was not needed, as others from the Brigade would suffice. During the preliminary analysis it was determined that the action did not effect or could effect [REDACTED] position or career. 2) The complainant also felt that she was reprimed against by [REDACTED] and [REDACTED] Dragon Brigade (Forward), after [REDACTED] (complainant's listed reviewer) failed to process her complete the record report by 15 September 2005, which was the known deadline for the preparation for the complainant's MSG board. The complainant advised she was informed the NCOER had been forwarded to [REDACTED] for his review. On 15 September 2005, fifteen days from the date the NCOER was submitted and the set suspense date for [REDACTED] to submit her promotion package to EREC she had not received her report. [REDACTED] determined at that point [REDACTED] and [REDACTED] had reprimed against her for the complaint she had previously filed with the XVIII Abn Corps and Fort Bragg Inspector General's Office. IAW with the MILPER 05-142 FY06 MSG promotion board announcement message, and paragraph 3-33b, AR 623-205 "complete the record reports are optional" (Enclosure 3). It was determined that the action not taken did not effect nor could effect [REDACTED] position or career. It was also determined that [REDACTED] had orders for her position as property book officer and had been rated for that position on her last NCOER (November 2004). Based on these factors, this complaint of reprisal under 10 U.S.C., section 1034 is declined.

2. If you have additional issues regarding the complaint, please contact my action officer, [REDACTED] at commercial [REDACTED]



Inspector General

Encl

1. Complainant's letter.
2. DA 1559 dated 15 June 2004.
3. Paragraph 3-33b, Army Regulation
4. NCOER, annual, dated 7 December 2004
5. NCOER, complete the record, undated

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under FOIA. Exemptions 5, 6, & 7 apply.

I, [REDACTED] would like to make a formal complaint against [REDACTED] and [REDACTED] for reprisal against me for filing a recent complaint involving the two of them. On or about mid-Aug 05, I informed my rater that I was eligible for promotion to MSG. I told him that I had received and reviewed the MSG Board packet, and there were certain things that I was required to complete, to include my NCOER, photo, and ERB update prior to 16 Sept 05. My rater, [REDACTED] advised me to get everything prepared, and he'd take care of things on his end. On 1 Sept 05, my rater reviewed my NCOER, told me to make one correction, I did, he signed it, and submitted it to my senior rater, [REDACTED] for review and signature. Attached to the cover sheet, I advised [REDACTED] that my NCOER had to be processed thru my rater, senior rater, reviewer, PSB, and EREC by 15 Sept 05 in preparation for the MSG Board. My rater told me he personally advised both [REDACTED] and [REDACTED] of this fact. The following week my NCOER was still sitting on his desk. My rater constantly asked [REDACTED] when he would review and sign my NCOER, but he continued to let it sit on his desk. After several days of repeatedly requesting status, I came to the conclusion that [REDACTED] had no intention of processing my NCOER in a timely manner. At that point, I informed [REDACTED] and the [REDACTED] via email. I requested that if my NCOER was not going to be processed, I needed to utilize my NCO Support Channel and Chain of Command at their earliest convenience. I also requested to be provided a copy of my NCOER, which to date I still have not received. On or about 13 Sept 05, my rater advised me that [REDACTED] would sign it after I made one correction. I made the correction, and was told that [REDACTED] had signed the NCOER, and now he needed to scan it and send it to [REDACTED] in Iraq.

I inquired about why my reviewer had changed, because on or about Mar 05, when the IG was coming to inspect counselings in the unit, [REDACTED] had told me my rating scheme was as follows: Rater: [REDACTED] Senior Rater: [REDACTED] and Reviewer: [REDACTED], since [REDACTED] was deployed to Iraq. The rating scheme that had been published did not list a senior rater, and the reviewer was [REDACTED]. I advised [REDACTED] of the error, and he verbally told me my rating would be as outlined above. [REDACTED] further requested that since I had already counseled my soldiers, he needed me to prepare my own counselings to cover the entire period, and have them ready for the inspector's review only for purposes of the inspection. I verified my rating scheme, prepared my counselings, and NCO Checklist, but no one ever inspected my packets. However, when I prepared and submitted my NCOER, I was informed by [REDACTED] that my reviewer had been changed to [REDACTED] supposedly because he wanted to keep all NCOER's at the Bde Hqs. Today is 15 Sept 05, fifteen days from the date my NCOER was submitted to my senior rater, and more importantly, the suspense date for submission to EREC for the MSG Board. Yet, I still have not gotten it back from my Reviewer. [REDACTED] and [REDACTED] are making an obvious attempt to punish me for revealing their questionable deeds. Because I filed this complaint, and there was reasonable evidence to elevate the issues I submitted to the [REDACTED] and [REDACTED] are taking actions to ensure I do not receive any favorable actions. Both [REDACTED] and [REDACTED] were informed by [REDACTED] of the suspense. If they had any questions, problems, or simply did not want to process the NCOER, I should have been advised of that.

Enc B-1f

I have been serving as the [REDACTED] positions that normally call for a Warrant Officer and Master Sergeant. The positions also require subject matter expertise and sound logistical competence. I have performed all my duties and responsibilities at a very high standard. My record can only reflect that I have the potential to serve at a higher rank. I have earned a good NCOER, and my performance should be properly displayed in my records. There is one other minor instance of reprisal that I would like to address. On or about 6 Sept 05, I was informed by [REDACTED] a retired maintenance chief that currently works in S-4, that he had spoken with [REDACTED] and [REDACTED] and they had decided that I needed to go TDY from 12-16 Sep, to handle equipment issue for 101st Chem, who was shipping equipment out for deployment. I began to process my TDY through the new Defense Travel System. It took the entire week, because the system would not properly route my request. However, on Friday afternoon, 9 Sept 05, when I returned from taking my DA photo, I was advised by my subordinates, that [REDACTED] said I was not going anywhere, because I was not needed. At that time, I went to speak with my supervisor [REDACTED]. I asked was every one else still going. He said yes everyone was going except me, because the [REDACTED] said I did not need to go. I further added that I felt it was inappropriate for him to tell my subordinates instead of telling me. Furthermore, my subordinates had gotten the impression that I had made [REDACTED] mad, and he was punishing me by taking me off the list. My subordinates didn't even want to tell me I wasn't going, because they thought my feelings would be hurt. I advised my subordinates that everything was fine and it was no big deal. I informed [REDACTED] that I had been pulled from the list. He commented that [REDACTED] must really not like me, because he normally signs all paperwork for him on the spot, and he noticed that when when we have meeting with [REDACTED] he talks to me, but he looks at someone else. He continued to say he noticed that [REDACTED] will only discuss property book issues with me, as a last resort, although I am the [REDACTED]. He often goes to [REDACTED] and [REDACTED] concerning issues they cannot provide sound advice on and have limited knowledge of, to avoid speaking to me. Lastly, I have processed numerous NCOER's thru this command. It has never taken more than 3 days total processing time. Moreover, I personally prepared and processed not one but two of my own soldiers NCOER's, after I submitted mine on 1 Sept 05. [REDACTED] reviewed and signed both [REDACTED] and [REDACTED] NCOER's within 1 hour, but allowed mine to continue to sit in his inbox for over 2 weeks. I prepared the NCOER in its entirety. All my rater, senior rater, and reviewer had to do was review it, and sign it. How long could that possibly take? I submit to you that there is a personal reason for this delay. At no point, was I ever told that there was a problem, or that they just were not going to sign the NCOER. Therefore, I had every reason to assume, it would be processed NLT 15 Sept 05. My only wish is that my NCOER is properly processed completely thru EREC per Milper Message # 05-142 by 16 Sept 05, and my superiors leave me alone and allow me to do my job.

I feel I have no other choice but to seek assistance from the IG and proceed to speak with the Garrison CSM and Garrison Commander at their open door policy.

Enc 1



DATED: 15 SEPT 05

Encl. 1

INSPECTOR GENERAL ACTION REQUEST

For use of this form, see AR 20-1; the proponent agency is the Office of The Inspector General and Auditor General.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: Title 10, USC, Section 3039.

PRINCIPAL PURPOSE: To secure sufficient information to make inquiry into the matters presented and to provide a response to the requestor(s) and/or take action to correct deficiencies.

ROUTINE USES: Information is used for official purposes within the Department of Defense; to answer complaints or respond to requests for assistance, advice or information; by Members of Congress and other Government agencies when determined by The Inspector General and Auditor General to be in the best interest of the Army; and in certain cases in trial by court martial other military matters as authorized by the Uniform Code of Military Justice.

DISCLOSURE OF THE SOCIAL SECURITY NUMBER AND OTHER PERSONAL INFORMATION IS VOLUNTARY. HOWEVER, FAILURE TO PROVIDE COMPLETE INFORMATION MAY HINDER PROPER IDENTIFICATION OF THE REQUESTOR, ACCOMPLISHMENT OF THE REQUESTED ACTION(S) AND RESPONSE TO THE REQUESTOR.

LAST NAME - FIRST NAME - MIDDLE INITIAL

GRADE

SSN

DUTY TELEPHONE

COMPLETE PRESENT MILITARY ADDRESS (If no military address, state current civilian address, including Zip Code.)

AHC 18th ABC Rear Det, Bldg 1-1242 McCombs St, Ft Bragg, NC

SPECIFIC ACTION REQUESTED

See Attached

INFORMATION PERTAINING TO THIS REQUEST (Use additional sheets if necessary; list enclosures if applicable.)

See Attached

I DO NOT consent to the release of information contained within this Inspector General Action Request and the use of my name during the IG inquiry

Have you taken action to resolve this issue/complaint through your chain of command/NCO Support Channel?

YES or NO

This information is submitted for the basic purpose of requesting assistance, correcting injustices affecting individual, or eliminating conditions considered detrimental to the efficiency or reputation of the Army. I fully understand that I may be held accountable for any statements which are proved to be knowingly untruthful.

DATE (YYYYMMDD):

SIGNATURE

20050915

DA FORM 1559, APR 2001

REPLACES EDITION OF OCT 89, WHICH IS OBSOLETE.

USAPA V1.00

Encl 2

B-1g

d. Cases where the rated NCO has been suspended from duties pending an investigation should be resolved by the chain of command as expeditiously as possible to reduce the amount of nonrated time.

3-33. Complete-the-Record Report

a. At the option of the rater, a Complete-the-Record Report may be submitted on an NCO who is about to be considered by a DA centralized board for promotion, school, or CSM selection, provided the following conditions are met:

(1) The rated NCO must be in the zone of consideration (primary or secondary) for a centralized promotion board or in the zone of consideration for a school or CSM selection board.

(2) The rated NCO must have been under the same rater for at least 90 rated days as of the ending month established in the message announcing the zones of consideration.

(3) The rated NCO must not have received a previous report for the current duty position.

b. Complete-the-Record Reports are optional. Therefore, the absence of such a report from the Official Military Personnel File (OMPF) at the time of the board's review will not be a basis to request standby reconsideration unless the absence is due to administrative error or a delay in processing at the Enlisted Records Evaluation Center (EREC).

c. Complete-the-Record Reports will not be signed prior to the first day of the month following the ending month.

d. This paragraph is also applicable to the ARNGUS and USAR Command Sergeant Major Programs and ARNGUS and USAR promotion boards centralized at State or MUSARC headquarters, NGB, and AR-PERSCOM.

3-34. Senior Rater Option

a. When a change in senior rater occurs, the senior rater may direct that a report be made on any NCO for whom he or she is the senior rater. This applies only if the following conditions are met:

(1) The senior rater has served in that position for at least 60 rated days. In cases where a General Officer is serving as both rater and senior rater the minimum rater requirement will also be 60 rated days versus the normal 90-day requirement.

(2) The rater meets the minimum requirements to give a report.

(3) The rated NCO has not received a report in the preceding 90 rated days.

b. In instances where an evaluation report would become due within 60 calendar days after the change in senior rater, the senior rater will submit a Senior Rater Option Report to prevent an NCO-ER being submitted later without a senior rater evaluation, provided the requirements of paragraphs 3-34a(1)-(3) are met.

3-35. Sixty-Day Option

When one of the conditions described in paragraphs 3-29 through 3-31 occurs but there are fewer than 90 rated days but more than 59 rated days in the rating period, a report may be submitted at the option of the rater. However, the following conditions must be met:

a. The rated NCO must be serving in an overseas designated short tour for a period of 14 months or less. (See appendix B, AR 614-30 for all others tour identification by area.)

b. The senior rater must meet the minimum time-in-position requirements to evaluate (60 rated days) and must approve or disapprove submission of the report. When the senior rater disapproves the submission of the report, he or she will state the basis for the disapproval and return the report to the rater. The rater will inform the rated NCO that the report has been disapproved and will destroy the report.

Section VI

Processing Responsibilities

3-36. Personnel Service Battalion or Reserve Component personnel officer responsibilities

The Personnel Service Battalion (PSB) or Reserve Component (RC) personnel officer will—

a. Follow procedures in tables 3-6, 3-8, and 3-9.

b. Review the submitted report for completeness and administrative accuracy. Return reports that contain errors to the rating officials, advising them to correct the report.

c. Ensure that the rated NCO's signature or a statement explaining its absence has been entered in part II (see para 2-11d).

d. Enter the number of enclosures (may be handwritten) and ensure that they meet the requirements of paragraph 3-24.

e. Complete part I (k through o).

(1) If the NCO departs the installation or RC command before the report is completed, the gaining PSB or RC command must be notified, in writing, to update the NCO's DA Form 2A with the ending month and type of report. In this case, enter the date of written notification in part II of the report.

(2) In no case will the report be hand carried by the rated NCO or forwarded to the gaining PSB or RC command.

Encl B-1R

NCO EVALUATION REPORT						SEE PRIVACY ACT STATEMENT IN AR 623-206, APPENDIX C.		
For use of this form, see AR 623-206; the proponent agency is ODCSPER								
PART I - ADMINISTRATIVE DATA								
a. U NII ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND Unit (States Army Garrison, Fort Bragg, NC 28310)		b. SSN	c. RANK	d. DATE OF RANK 030701	e. PMOSC 92Y4HG3YY			
f. PERIOD COVERED				g. REASON FOR SUBMISSION 2 Annual		FORSCOM		
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO COPY (Check one and Date)		m. PSC Initials	
FROM	THRU				1. Given to NCO	Date	n. CMD CODE	
2003 12	2004 11	9	5		<input checked="" type="checkbox"/>	7 Dec 04	FC	
					2. Forwarded to NCO		o. P58 CODE FS27	
PART II - AUTHENTICATION								
a. NAME OF RATER (Last, First, Middle Initial)		b. SSN	SIGNATURE					
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT USAG, Dragon Brigade			DATE 7 Dec 04					
b. NAME OF SENIOR RATER (Last, First, Middle Initial)		c. SSN	SIGNATURE					
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT Dragon Brigade			DATE 7 Dec 04					
c. NAME OF REVIEWER (Last, First, Middle Initial)		d. SSN	SIGNATURE					
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT Dragon Brigade			DATE 7 Dec 04					
<input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)								
PART III - DUTY DESCRIPTION (Rater)								
a. PRINCIPAL DUTY TITLE Brigade Property Book NCOIC				b. DUTY MOSC 92Y40				
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)								
d. AREAS OF SPECIAL EMPHASIS								
e. APPOINTED DUTIES								
f. COUNSELING DATES		INITIAL 27 NOV 03	LATER 27 FEB 04	LATER 27 MAY 04	LATER 27 AUG 04			
PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)								
a. ARMY VALUES. Check either "YES" or "NO". Comments are mandatory for "No" entries; optional for "Yes" entries.							YES	NO
V A L U E S	Loyalty Duty Respect Selfless-Service Honor Integrity Personal Courage	1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other soldiers.					<input checked="" type="checkbox"/>	
		2. DUTY: Fulfills their obligations.					<input checked="" type="checkbox"/>	
		3. RESPECT/REGARD: Treats persons on Army should be treated.					<input checked="" type="checkbox"/>	
		4. BELIEFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.					<input checked="" type="checkbox"/>	
		5. HONOR: Lives up to all the Army values.					<input checked="" type="checkbox"/>	
		6. INTEGRITY: Does what is right - legally and morally.					<input checked="" type="checkbox"/>	
		7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).					<input checked="" type="checkbox"/>	
Add comments: o highly motivated, competent, and disciplined NCO o epitomizes the NCO creed o displayed a deep pride in both duty and personal performance								

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NCO EVALUATION REPORT					SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX C.				
For use of this form, see AR 623-205; the proponent agency is ODCSPER									
PART I - ADMINISTRATIVE DATA									
1. NAME (Last, First, Middle Initial) <i>[Redacted]</i>				2. SSN <i>[Redacted]</i>	3. GRADE <i>[Redacted]</i>	4. DATE OF BIRTH 20020701	5. SERVICE NUMBER 247THJG11		
6. UNIT, ORG., STATION, ZIP CODE OR APO MAJOR COMMAND HHC, XVIII Abn Corps, Ft. Bragg, NC 28310 (FORSCOM)					7. REASON FOR SUBMISSION (A) Complete the Record				
8. PERIOD COVERED		9. RATED MONTHS	10. NON-RATED CODES	11. RATED NCO COPY (Check one and Date)	12. PSC Initials	13. CWR CODE	14. PSB CODE		
FROM	THRU			1. Given to NCO		FC	PS27		
YYYY MM	YYYY MM	Y		Date					
2004 12	2005 08			2. Forwarded to NCO					
PART II - AUTHENTICATION									
1. NAME OF RATER (Last, First, Middle Initial) <i>[Redacted]</i>				2. SSN <i>[Redacted]</i>	3. SIGNATURE <i>[Redacted]</i>				
4. RANK, PMOS/BRANCH, ORGANIZATION, DUTY ASSIGNMENT Dragon Brigade, Ft. Bragg, NC 28310						5. DATE			
6. NAME OF SENIOR RATER (Last, First, Middle Initial) <i>[Redacted]</i>				7. SSN <i>[Redacted]</i>	8. SIGNATURE <i>[Redacted]</i>				
9. RANK, PMOS/BRANCH, ORGANIZATION, DUTY ASSIGNMENT SC, XVIII Abn Corps, Hqs Bn (Hear) (Prov)						10. DATE			
11. RATED NCO COMMENTS (If any SIGNATURE DATE FOR SENIOR RATER agreement of duty assignment with the establishment of the unit and service year. I have read and understand the signature herein that the administrative data in Part I, the rating criteria in Part II, the duty description to include the corresponding codes in Part II, and the Army and Departmental forms in Part IV are correct. I have done the report completed through Part I, and the Hqs Bn (Hear) (Prov) form and the attached comments in AR 623-205.					12. SIGNATURE <i>[Redacted]</i>				
13. NAME OF REVIEWER (Last, First, Middle Initial) <i>[Redacted]</i>					14. SSN <i>[Redacted]</i>	15. SIGNATURE <i>[Redacted]</i>			
16. RANK, PMOS/BRANCH, ORGANIZATION, DUTY ASSIGNMENT IN, Dragon Brigade						17. DATE			
18. <input type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)									
PART III - DUTY DESCRIPTION (Rater)									
19. PRINCIPAL DUTY TITLE <i>[Redacted]</i>				20. DUTY MOSC 92Y50					
21. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) <i>[Redacted]</i>									
22. AREAS OF SPECIAL EMPHASIS Rater: <i>[Redacted]</i> S/R: <i>[Redacted]</i> Rev: <i>[Redacted]</i>									
23. APPOINTED DUTIES <i>[Redacted]</i>									
24. COUNSELING DATES				INITIAL 4 Feb 05	LATER 3 May 05	LATER 3 Aug 05	LATER		
PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)									
25. ARMY VALUES. Check either "YES" or "NO". Comments are mandatory for "No" entries; optional for "Yes" entries.							YES	NO	
V A L U E S	Loyalty		1. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and other soldiers.				X		
	Duty		2. DUTY: Fulfills their obligations.				X		
	Respect		3. RESPECT: Treats people as they should be treated.				X		
	Selfless-Service		4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.				X		
			5. HONOR: Lives up to all the Army values.				X		
			6. INTEGRITY: Does what is right, legally and ethically.				X		
			7. PERSONAL COURAGE: Faces fear, stress, and adversity in order to protect the self and others.				X		
Honor Integrity Personal Courage		8. Values: a. integrity, values, and morale courage is beyond reproach b. totally committed to mission accomplishment c. lives the NCO creed; emphasis on soldier care is unsurpassed							

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PART IV (Rater) - VALUES/NCO RESPONSIBILITIES *Specific bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory. Specific Rater examples of "SUCCESS" are optional.*

<p>1. COMPETENCE</p> <ul style="list-style-type: none"> o Duty proficiency; MOS competency o Technical & tactical; knowledge, skills, and abilities o Sound judgment o Seeking self-improvement; Always learning o Accomplishing tasks to the fullest capacity; committed to excellence <p>EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> SUCCESS (Meets std) <input checked="" type="checkbox"/> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/></p>	<ul style="list-style-type: none"> o selected over 10 NCOs to serve as <u>Brigade Logistics Property Book Officer</u>; a position normally held by a warrant officer o her superior material management contributed to the brigade's excess property being reduced by 235 pieces in less than 30 days o superbly initiated 38 contracts totalling over 7 million dollars
<p>2. PHYSICAL FITNESS & MILITARY BEARING</p> <ul style="list-style-type: none"> o Mental and physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm; looks like a soldier <p>EXCELLENCE (Exceeds std) <input type="checkbox"/> SUCCESS (Meets std) <input checked="" type="checkbox"/> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/></p>	<p>APFT <u>PASS 0508</u> HEIGHT/WEIGHT <u>64/155</u> YES</p> <ul style="list-style-type: none"> o set the standard by consistently displaying impeccable military appearance o exhibits confidence with every mission regardless of the level of difficulty
<p>3. LEADERSHIP</p> <ul style="list-style-type: none"> o Mission first o Genuine concern for soldiers o Instilling the spirit to achieve and win o Setting the example; Be, Know, Do <p>EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/></p>	<ul style="list-style-type: none"> o provided superb logistical support to over 1,200 soldiers assigned to the brigade o true logistics warrior; saved brigade \$65,000.00 in maintenance costs by directing immediate transfer of excess equipment o ensured soldiers were regularly counseled and earned their trust and confidence as a caring, compassionate leader
<p>4. TRAINING</p> <ul style="list-style-type: none"> o Individual and team o Mission focused; performance oriented o Teaching soldiers how; common tasks, duty-related skills o Sharing knowledge and experience to fight, survive and win <p>EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/></p>	<ul style="list-style-type: none"> o developed and implemented the Total Immersion Logistics Training Program; improved overall supply operation in brigade o single-handedly ordered and tracked over 7.3 million dollars of equipment to reconstitute 3 units deploying in support of OEF/OIF o constantly trained soldiers and civilians on daily tasks and responsibilities; settled for nothing less than excellence
<p>5. RESPONSIBILITY & ACCOUNTABILITY</p> <ul style="list-style-type: none"> o Care and maintenance of equipment/facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging soldiers to learn and grow o Responsible for good, bad, right & wrong <p>EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/></p>	<ul style="list-style-type: none"> o accounted for a property book valued at over 50 million dollars with zero loss o meticulous monitoring of lateral transfer directives resulted in zero late reports, and 100% accuracy rate over a six month period o maintained 100% continuing balance system expanded (CBS-X) property book match rate

PART V - OVERALL PERFORMANCE AND POTENTIAL

<p>a. RATER: Overall potential for promotion and/or service in positions of greater responsibility.</p> <p>AMONG THE BEST <input checked="" type="checkbox"/> FULLY CAPABLE <input type="checkbox"/> MARGINAL <input type="checkbox"/></p>	<p>e. SENIOR RATER BULLET COMMENTS</p> <ul style="list-style-type: none"> o promote now to Master Sergeant, ahead of peers o consistently performs above standards; achieves outstanding results o potential is unlimited; outstanding leader, coach, and mentor
<p>b. RATER: List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.</p> <p>First Sergeant Corps G-4 NCOIC Division MMC NCOIC</p>	<p>d. SENIOR RATER: Overall potential for promotion and/or service in positions of greater responsibility.</p> <p><input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>

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