R491872
ROUTINE

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* U N C L A S S I F I E D *
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RAAUZYUW RHWRAAA0701 1760903-UUUU--RUEABOA RUEABOL.
ZNR UUUUU
R 241500Z JUN 96
FM HQ AFPC RANDOLPH AFB TX//DPP//
TO RUEAHQA/SAF WASHINGTON DC//AAD//
AIG 9411//IMPD/MSIPD//
AIG 8106//DPM/DPMQ/DPMP/CCF//
ALPERSCOM
AIG 10607//DPM//
AIG 9360//CCC//
INFO RUEAHQA/HQ USAF WASHINGTON DC//DPXOP/,
RHCPMXA/HQ AU MAXWELL AFB AL//XOOC//
RUVAFMC/AFIT WRIGHT PATTERSON AFB OH//RR//
BT
UNCLAS
SUBJ: EMERGENCY MESSAGE CHANGE 96-1 TO AFI 36-2403, ENLISTED
CORRECTED COPY DESTROY ALL OTHERS 202000Z JUN 96.
A/211/96 B/179/96
EVALUATION SYSTEM, 15 JUL 94, AND AFR 36-10, OFFICER EVALUATION
SYSTEM 1 AUG 88 (DIR BY COMMANDER EPRS; ENLISTED FEEDBACK RIPS;
ARTICLE 15 IN EPRS; FINAL INDORSER'S GRADE; COMPLETION OF
SUPPLEMENTAL AF FORM 475 FOR ADVANCED ACADEMIC DEGREE, DISPOSITION OF

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OFFICER PERFORMANCE FEEDBACK NOTICES, AND PERMITTING THE USE OF
CAREER BRIEFS WHEN WRITING OPRS)
REF OUR 010001Z FEB 96, 091602Z JUN 95 AND 181625Z JUL 94 MESSAGES
1. DUE TO A NUMBER OF IMPORTANT CHANGES TO THE OES AND EES, IT IS
NECESSARY TO MAKE THE FOLLOWING CHANGES TO THE GOVERNING DIRECTIVES.
IN SUMMARY THESE CHANGES: GIVE COMMANDERS THE AUTHORITY TO DIRECT
EPRS FOR IMPROVED DUTY PERFORMANCE; CLARIFY PROBLEMS WITH BOTH THE
ENLISTED AND OFFICER PERFORMANCE FEEDBACK NOTICES; AUTHORIZE THE TERM
"ARTICLE 15" FOR USE IN EPRS; PROVIDE NEW INFORMATION CONCERNING
SUPPLEMENTAL AF FORMS 475; AND PERMIT THE USE OF CAREER BRIEFS WHEN
WRITING OPRS.
2. PARA 4-A-2 OF THE REFERENCED JUN 95 MSG STATES INDIVIDUALS WITH A
REFERRAL OR "2" EPR ON TOP WILL BE INELIGIBLE FOR PROMOTION, AND WILL
REMAIN INELIGIBLE UNTIL A SUBSEQUENT REPORT THAT IS NOT REFERRAL OR

DELIVER TO:

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AN OVERALL "3" (NON REFERRAL) OR HIGHER IS RENDERED. CONSIDERING THE CURRENT POLICY THAT PROVIDES COMMANDERS THE OPTION TO RENDER A REPORT TO DOCUMENT MARGINAL/UNSATISFACTORY DUTY PERFORMANCE, IT IS CONVERSELY APPROPRIATE THAT COMMANDERS SHOULD ALSO HAVE THE OPTION TO RENDER A REPORT TO SHOW SIGNIFICANT IMPROVEMENT IN DUTY PERFORMANCE. THEREFORE, EFFECTIVE IMMEDIATELY, COMMANDERS HAVE THE AUTHORITY TO

DIRECT A REPORT ON THOSE MEMBERS WHO CURRENTLY HAVE A REFERRAL, "2", OR "1" EPR AND HAVE SHOWN SIGNIFICANT IMPROVEMENT, PROVIDED AT LEAST 120 DAYS OF SUPERVISION HAVE PASSED SINCE THE CLOSEOUT DATE OF THE LAST EPR.

2-A. WRITE-IN CHANGES

PG	TBL 3.3	RULE/LINE	ACTION
16	COL A	5	CHANGE THE WORDING TO READ "A SPECIAL REPORT IS REQUIRED TO DOCUMENT SIGNIFICANT IMPROVEMENT OR UNSATISFACTORY/MARGINAL DUTY PERFORMANCE/CONDUCT (SEE NOTES 7 AND 19)."
17		42	ADD NOTE 19 "THE COMMANDER MAY DIRECT A REPORT FOR SIGNIFICANT IMPROVEMENT ONLY IF A MEMBER HAS A REFERRAL, "2", OR "1" EPR."

THERE ARE NO CHANGES TO COLUMNS "B" AND "C" OF TBL 3.3, RULE 5.

2-B. THE EPR PERFORMANCE FEEDBACK NOTICE IS IN ERROR IN PARAGRAPH 2, PART III. DURING THE 1997 PDS MODERNIZATION THE FEEDBACK RIP WILL BE CORRECTED TO DELETE ANY REFERENCE TO THE FEEDBACK FORM BEING DIVIDED

INTO TWO MAJOR CATEGORIES.

2-C. THE TERM "ARTICLE 15" IS NO LONGER PROHIBITED WHEN PREPARING EPRS AND MAY BE INCLUDED ON ANY FUTURE EPRS. EVALUATOR'S EMPHASIS SHOULD BE ON THE BEHAVIOR/ACTION THAT LED TO THE PUNISHMENT.

2-D. PARA 2 OF THE REFERENCE FEB 96 MSG STATES INDORSERS SIGN THE REPORT AT THE RANK THEY ARE CURRENTLY WEARING. THIS POLICY HAS BEEN REEVALUATED AND THE FOLLOWING GUIDANCE IS PROVIDED. COLONELS FROCKED TO BRIGADIER GENERAL AND ASSIGNED TO A FUNDED GENERAL OFFICER BILLET SIGN EPRS AND OPRS AS "BGEN (S)." COLONELS SELECTED FOR PROMOTION TO BRIGADIER GENERAL ASSIGNED TO A FUNDED GENERAL OFFICER BILLET SIGN EPRS AND OPRS AS "BGEN (S)." COLONELS SELECTED FOR PROMOTION TO BRIGADIER GENERAL AND NOT ASSIGNED TO A FUNDED GENERAL OFFICER BILLET WILL SIGN EPRS AND OPRS AS "COLONEL." ALL OTHERS MUST SIGN OPRS AND EPRS AS THEIR CURRENT PAY GRADE.

3. EFFECTIVE IMMEDIATELY AFIT WILL COMPLETE A SUPPLEMENTAL AF FORM

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475 ON THOSE OFFICERS WHO COMPLETE ADVANCED ACADEMIC DEGREES AFTER LEAVING FULL-TIME AFIT STUDENT STATUS FOR THE GOOD OF THE AIR FORCE. OFFICERS MUST HAVE COMPLETED ALL DEGREE REQUIREMENTS EXCEPT THE THESIS/DISSERTATION PORTION OF THE DEGREE PROGRAM. IN ADDITION, THE OFFICER MUST HAVE A PREVIOUS 475 POSTED TO THE MASTER PERSONNEL

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RECORD GROUP THAT CLEARLY IDENTIFIES THE REASON FOR NONCOMPLETION AS "THESIS/DISSERTATION NOT COMPLETED DURING AFIT TOUR." OFFICERS MUST SUBMIT AN OFFICIAL TRANSCRIPT FROM THE APPLICABLE INSTITUTION TO AFIT/RRE FOR UPDATE OF EDUCATION LEVEL IN PDS. AT THE SAME TIME, THE AF FORM 475 WILL BE ACCOMPLISHED.
4. EFFECTIVE 1 JUL 96, OFFICER PERFORMANCE FEEDBACK NOTICES MUST BE SIGNED BY THE RATER AND RATEE AND THEN RETURNED TO UNIT ORDERLY ROOM FOR FILE IN THE RATEE'S PIF. FOLLOWING PDS MODERNIZATION THE RIPS WILL INCLUDE THE DATE FEEDBACK WAS CONDUCTED, SIGNATURES AND INSTRUCTIONS; HOWEVER, IN THE INTERIM, SIGNATURES AND DATE CAN BE HANDWRITTEN ON THE RIP.
5. EFFECTIVE IMMEDIATELY EVALUATORS WILL BE ALLOWED TO REVIEW A CAREER BRIEF WHEN WRITING AN OPR. THE BRIEF WILL AID EVALUATORS IN MAKING RECOMMENDATIONS FOR COMMAND, ASSIGNMENTS, AND PME (CHANGE TO PARAGRAPHS 3-11C, AFR 36-10 AND 3.6.2 AFI 36-2403.)
6. AFI 36-2403 WILL BE CHANGED TO REFLECT THESE CHANGES IN THE NEXT REVISION. SINCE AFI 36-2402 IS IN ITS FINAL STAGES (PROJ RELEASE 1 JUL 96) REQUEST YOU POST AFR 36-10 ACCORDINGLY.
7. FOR THOSE WHO HAVE ACCESS TO THE WORLD WIDE WEB, EVALUATIONS HAS A INFORMATION: "HTTP://WWW.AFPC.AF.MIL/MPF/PROGRAM/EVALS/PPEVAL-H.HTM"

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COMMENTS ARE APPRECIATED. AFPC/DPPPEP POCS ARE TSGT HOOVER AND SSGT BROWN, DSN 487-2571. POC FOR AFIT/RRE IS MS VASQUEZ, DSN 785-7168.
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