United States Air Force Reserve

Integrity - Service - Excellence

Performance Evaluations

U.S. AIR FORCE

- **Total Inventory: 53,537 in July 2018 to 14,170 as of 24-APR-2019**

- **Current processing time 40 days**

- **Factors**
  - **Each report (in backlog) has to be opened**
  - **Systems latency**
  - **Return to rater 34%**
  - **UTA Weekend +1500 – 2000 additional reports**
  - **All enlisted ranks and all status are now receiving Static Close Out Date (SCOD) reports**
  - **Guard SCOD reports (additional 90K reports)**

- **Counter Measure: New system autopush allowed ARPC to decrease backlog by 35K by OCT-2018**
  - **Autopush only works 20% of the time due to data errors**
  - **Autopush requires the need for FSS review**

Common Errors

- **Directed by HAF (DBH) (Enlisted)**
  - 12/24 rule
  - Close out the day prior to promotion/demotion

- **A1C below guidance**
  - New guidance (4 January 2018)
  - Start Date = DIEUS / Closeout Date = First 31 MAR SCOD reached as a SrA

- **Referral Reports (AFI-36-2406 Para. 1.10)**
  - Signature dates
  - Mandatory comments

- **Prohibited Statements**
  - Fitness scores/categories
  - PME (Officers): Raters cannot recommend officers for specific schools, including "joint DE;" only the terms PDE, IDE, SDE are authorized
  - Key Personnel List (KPL)- Per AFRC guidance: The KPL or DT vector is prohibited, with or without a stratification (including HPO statements)

- **AF911 (Education block) - CCAF Degree no longer necessary as long you have a 2yr Degree from an accredited college <u>completed</u> prior to the SCOD.**

- **AF911 (Education block)- Member just has to be <u>enrolled</u> to SNCOA prior to the SCOD.**

- **Beginning with the SSgt SCOD 31-JAN-19, "Met some but not all expectations" will not make report automatic referral.**
  - **Still requires "wet" signatures**
  - **New forms will be available ASAP (3-4 month?)**

U.S. AIR FORCE

❑ **Enlisted Non-Rated Time (4.8)**

▪ Medical (physical, physiological, and/or psychological conditions; hospitalization, maternity, and/or convalescence in excess of 80 days, including, but not limited to, Airmen in Patient Status)

▪ Sexual Assault Victim (Unrestricted Report)

▪ Military or Civilian Confinement

▪ Transfer of Component

❑ **Officer Non-Rated Time (3.12)**

▪ Medical (physical, physiological, and/or psychological conditions; hospitalization, maternity, and/or convalescence in excess of 80 days, including, but not limited to, Airmen in Patient Status)

▪ Sexual Assault Victim (Unrestricted Report)

▪ Military or Civilian Confinement

- **<u>Enlisted and Officer</u>**
  - Your rater will be an Active Duty member who is equal to or is higher ranking than you.
  - There is a possibility that you may rate another IMA member IAW AFI 36-2406 Para 1.5.2.1.3
    - **IMA rating IMA**-The rater will be the official appointed by the respective commander/director of that unit in coordination with the IMA's detachment commander.
    - **IMA rating RegAF**- IMA (or Traditional Reservist) was on consecutive active duty Military Personnel Appropriation (MPA) orders for a minimum of 120 days and supervised/rated the RegAF member for the required number of days needed to render the report.

Civilian Rater specifications

- Civilian Raters must be equal to or higher ranking than the ratee:
  - Col = GS-15
  - Lt Col = GS-14
  - Maj = GS-13
  - Capt = GS-12
  - 1Lt = GS-11
  - 2Lt = GS-9
  - MSgt - CMSgt = GS-11
  - TSgt = GS-09
  - SSgt = GS-07
  - AB - SrA = GS-05

What can I do?

- IAW with AFI 36-2406, paragraph 1.6.2, the responsibility for administrative review is shared among all evaluators and reviewers.

- Use your FSS/CSS Personnel.

- Review AFI 36-2406

- Utilize Evaluations checklists on MyPers

- Submit reports on time

- Use the vPC reporting tool to check status of reports (CSS/FSS/MPS)

- **How does the average user, who does not have a personnel background know where to go for guidance?**
  - The local MPS is responsible for in-house training.
  - MyPers provides in-depth PSD guides and information on evaluations. (FAQs, Checklists, AFI, ETC...)
  - AFI 36-2406

- **As an IMA who responsible for initiating my Evaluation (OPR, EPR, AF77, AF475 etc...)?**
  - The Active Duty unit is responsible for initiating evaluations for IMAs that are assigned. If the Active Duty MPS/CSS/FSS are unable to locate the member in VPC or MilPDS they need to see their local PSM to ensure the member was properly gained and they have the proper roles and permissions.

Questions?