

Stratification Guidance

Stratification Types:

Definitely Promote: Senior raters must stratify officers selected as a “Definitely Promote” (DP) in Section VI, GROUP SIZE. In Section VI, type or hand write the rank order for all officers awarded a DP recommendation within each competitive category (i.e., line, judge advocate, nurse, etc.). For example: 2/5/10 signifies the officer is ranked number 2 of 5 officers awarded a DP. The senior rater has 10 officers in that competitive category meeting the promotion board. Additionally, senior raters may also include an additional stratification in Section IV, as outlined in the “Authorized Peer Groups” section below.

Promote. A senior rater may stratify an officer amongst eligible officers by competitive category in Section IV. They may also provide a second stratification as outlined in the “Authorized Peer Groups” section below. **NOTE:** If a senior rater **does not stratify** an officer amongst eligible officers by competitive category, they **may not** provide any other stratification.

Authorized Peer Groups. For the purposes of stratification, authorized peer groups are limited to the following categories:

- **AF Grade.** Includes only Air Force officers in the same grade (e.g. Captains, Majors, Lieutenant Colonels, Colonels).

- **Command Position.** This refers to officers filling boarded command positions (e.g. detachment, squadron, group, or wing commanders and materiel leaders). Command position stratification statements for individuals below the grade of Colonel (O-6) must also include their grade with the stratification statement (i.e. #2/6 Maj Sq/CCs).

- **Duty Position.** This refers to the officer’s duty position type, level and scope of responsibility (e.g. section chiefs, flight commanders, operations officers, branch chiefs, action officers, analysts, instructors, combat systems officers, pilots, etc.). Officers may be stratified against civilian personnel in equivalent duty positions.

Scope of Rating Authority. For the purposes of stratification, an evaluator’s scope of rating authority is defined as follows:

- Evaluators can only stratify officers within the confines of their direct rating chain and knowledge. Senior rater stratification statements may not extend beyond the confines of their respective senior rater ID (SRID).

- Stratification statements are limited to the scope of the performance period. Accordingly, evaluators should not review or reference past evaluations to determine stratification statements for the current period.

Authorized Usage. When used, all stratification statements must stay within an authorized peer group, and the evaluator’s scope of rating authority. Stratification statements must be written in quantitative terms based on authorized peer groups and remain within the evaluator’s scope of rating authority.

Examples:

- By AF Grade: “#3/30 Capts”; “#1/1 Majs”; “#2/12 Lt Cols”
- By Command Position: “#1/9 Grp/CCs”, “#1/7 Maj Sq/CCs”; “#3/20 Lt Col Det/CCs”
- By Duty Position: “#1/6 Flt/CCs”; “#1/40 Analysts”; “#2/12 Branch Chiefs”

Prohibited Usage. When stratifying officers on the promotion recommendation form, senior raters are prohibited from using stratification in the following manner:

- Senior raters are prohibited from using Company Grade Officers (CGOs) and/or Field Grade Officers (FGOs) as a peer group stratification (e.g. #1/20 FGOs or #1/110 CGOs).
- Officers may not be stratified based on additional duty positions.
- Officers may not be stratified against enlisted personnel.
- Stratification statements based on awards received is not authorized (e.g. #1/50 as Sq CGO of the Quarter). Additionally, the use of stratification statements from anyone other than the senior rater is prohibited. A senior rater may not quote stratification from another evaluator or source.