



U.S. AIR FORCE

United States Air Force Reserve

Integrity - Service - Excellence

CY21 Stripes for Exceptional Performers (STEP II) Board Out Brief



U.S. AIR FORCE

**HQ ARPC/DPAF
Force Development Team**



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Overview

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Purpose & Authority

- **STEP II is a commander's program designed to promote outstanding and well-deserving Air Force Reserve members to one grade above the authorized grade for their positions.**
 - **Promotions are based on a demonstrated ability to serve in the next higher grade.**
 - **The board considered promotion to E-6 through E-9**
 - **Airmen in Cat-A, Cat-B and Cat-E programs**
 - **AFI 36-2502, Enlisted Airman Promotion/Demotion Programs**
 - **Chap 8 and Table 8.2**
 - **CY21 STEP II Guide**
 - **AFRC/CCC Charge to the Board**
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Board Membership

Role	Member		Status
Board Pres.	CMSgt Timothy C. White Jr	CAFR/AFRC CCC	AGR
Panel 1	CMSgt Jeremy Malcom	10 th NAF/CCC	AGR
	CMSgt Vicki Robertson	ARPC/CCC	AGR
	CMSgt Kimberly Lord	AFRC/AW CCC	TR
	CMSgt Megan Parrott	HAF SAF/LL	AGR
Panel 2	CMSgt Octavio Ortiz	AFRC/AMW CCC	AGR
	CMSgt Shirley Ozio	IMA to AFRC/CCC	IMA
	SMSgt Angelina Mclvor	AFRC/A1ZT	AGR
	SMSgt Rebecca Mahoney	HAF AF/REG	IMA
Advisor	CMSgt Manuel Zubia	AFRC/A1 CEM	AGR



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Board Membership Demographics

Status	Rank	Amount
Gender	Female	6
	Male	4
Rank	CCC	6
	CMSgt	2
	SMSgt	2
Status	AGR	7
	TR	1
	IMA	2
Race	Asian, White	1
	Black/African American	1
	Decline to Respond	1
	White	7
Ethnicity	Korean	1
	Mexican American	1
	None	7
	Other	1



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Quota/Members Boarded

Rank	2019			2020			2021			Met Board +/-
	Quota	Boarded	Total over quota	Quota	Boarded	Total over quota	Quota	Boarded	Total over quota	2020/2021
TSgt	108	143	35	67	113	46	105	130	25	15%
MSgt	76	126	50	85	111	26	70	215	145	94%
SMSgt	35	105	70	31	108	77	27	105	78	-3%
CMSgt	7	45	38	7	39	32	6	41	35	5%
Total	226	419	193	190	371	181	208	491	283	32%



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Participation by Status

	2019	2020	2021	Participation +/- 20/21
Nominated	435	392	496	27%
Boarded	419	371	491	32%
IMA	22	22	20	-9%
TR	272	252	346	37%
ART	141	118	129	9%
PIRR	0	0	1	100%



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Participation by Rank

	2019	2020	2021	Participation +/- 20/21
Nominated	435	392	496	27%
Boarded	419	371	491	32%
TSgt	151	118	130	10%
MSgt	131	122	218	79%
SMSgt	108	111	107	-4%
CMSgt	45	41	41	0



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CY21 Demographics by Status

Status	Rank	Nominated	Boarded	Selected	% of Rank Selected	Total Selected	% of 208 Selects
ART	TSgt	21	21	18	86%	54	26%
	MSgt	61	60	22	37%		
	SMSgt	31	31	10	32%		
	CMSgt	16	16	4	25%		
TR	TSgt	105	105	86	82%	151	73%
	MSgt	148	146	47	32%		
	SMSgt	71	69	16	23%		
	CMSgt	22	22	2	9%		
IMA	TSgt	4	4	1	25%	3	1%
	MSgt	8	8	1	13%		
	SMSgt	5	5	1	20%		
	CMSgt	3	3	0	0		
PIRR	TSgt	0	0	0	0	0	0
	MSgt	1	1	0	0		
	SMSgt	0	0	0	0		
	CMSgt	0	0	0	0		



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CY21 Demographics by NAF

Rank	Nominated	Boarded	Selected	% of 208 Selects
HQ (HAF, AFRC, JCS, RS, STRATCOM)	1	1	0	0
22nd NAF	97	96	29	14%
10th NAF	145	144	73	35%
4th NAF	231	230	100	48%
RIO	22	20	6	3%
Total	496	491	208	



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CY21 Demographics by Gender/Race

Gender/Race	Boarded	TSgt	MSgt	SMSgt	CMSgt	Selected
MALE	340	75	43	19	4	141
FEMALE	151	30	27	8	2	67
AM INDIAN/AK NAT, ASIAN	1	0	0	0	0	0
AMERICAN INDIAN/ALASKA NATIVE	3	1	0	0	0	1
ASIAN	18	5	0	1	0	6
ASIAN, NATIVE HI/PACIFIC ISL	2	1	0	0	0	1
ASIAN, WHITE	4	0	0	0	0	0
BLACK/AFR AM, NAT HI/PACIFIC ISL, WHITE	1	1	0	0	0	1
BLACK/AFR AM, WHITE	1	0	0	0	0	0
BLACK/AFRICAN AMERICAN	73	19	11	1	1	32
DECLINED TO RESPOND	22	2	5	3	1	11
NATIVE HAWAIIAN/PACIFIC ISL, WHITE	1	0	1	0	0	1
NATIVE HAWAIIAN/OTHER, PACIFIC ISLANDER	8	1	1	0	0	2
WHITE	357	75	52	22	4	153



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CY21 Demographics by Ethnicity

Ethnicity	TSgt	MSgt	SMSgt	CMSgt	Selected
AMERICAN INDIAN	0	0	0	1	1
ASIAN AMERICAN	1	0	1	0	2
CHINESE	0	0	0	0	0
CUBAN DESCENT	0	1	0	0	1
FILIPINO	1	1	1	0	3
GUAMANIAN	0	0	0	0	0
JAPANESE	0	0	0	0	0
LATIN AMERICAN	1	1	0	0	2
MEXICAN AMERICAN	0	1	0	0	1
NONE	91	55	23	5	174
OTHER	6	8	2	0	16
OTHER PACIFIC ISLANDER	1	0	0	0	1
PUERTO RICAN	2	1	0	0	3
SPANISH DESCENT	1	2	0	0	3
UNKNOWN	0	0	0	0	0
VIETNAMESE	1	0	0	0	1



- Break out the special duty AFSC's in out brief
 - Identify applicable waivers in requirements list for panel members
 - Reasons ie COVID
 - New policies ie fitness
 - Career Data Brief (CDB) Recommendation
 - List all EPRS found in record
 - Guide Recommendation
 - Identify # of bullets required per heading.....15 Bullets/3 Headers
 - Establish a semi formal note taking process that allows for general notes to be brought back to the field
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Post Board Actions

- Board Report Signed: 20 Aug 21
 - Close Hold (CCs & CCCs): **8 Sep 21**
 - Public (All): **10 Sep 21**
 - MyPers Message
 - Promotion Effective Date: 1 Oct 21
 - MSgt/TSgt Promotion Updates (Non IMA): Completed by Servicing MPF NLT 1 Oct 21
 - SMSgt/CMSgt/All IMA Promotion Updates: Completed by ARPC/DPT NLT 1 Oct 21
 - Selects ineligible for promotion prior to 30 Sep 21 will be replaced by Alternate
 - FSS must notify AFRC/A1KK on ineligible members NLT 16 Sep 21
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Action Offices

Subject:

**Eligibility/Policy
Board Procedures**

POC:

**HQ AFRC/A1KK
HQ ARPC/DPAF**

Comm:

**afrc.a1.kk@us.af.mil
<https://mypers.af.mil/app/ask>**