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By Staff Sgt. Michael Williams, CSJFTC Public Affairs

USM LADY EAGLES COACHING STAFF VISITS CAMP SHELBY... Joyce Lee-McNelis, University of Southern Mississippi Lady Golden Eagles basketball head coach, and her coaching staff paid a visit to Camp Shelby Joint Forces Training Center Feb. 20, to promote their Military Appreciation Game as the Lady Eagles took on the University of Memphis Lady Tigers. In overtime, the Lady Eagles lost 74-80 to the Lady Tigers.

Evaluation redress...

By **LT. COL. JENNIFER COLLINS**
Command IG, CSJFTC

Each year thousands of Non-commissioned Officer Evaluation Reports (NCOERs) and Officer Evaluation Reports (OERs) are written. Very often, NCOs and Officers received reports which they feel are not a reflection of their performance or potential. The result: Unhappy or disgruntled Soldiers. Did you know that you have courses of action you can take?

The first course of action (COA) you should take is prevention. "Surprise, surprise!" as exclaimed by Gomer Pyle should never be the position a Soldier finds himself in when reviewing his or her evaluation. Soldiers and supervisors both have a responsibility to initiate routine written counselings.

The rater must prepare and use DA Form 2166-8-1 (NCO Counseling Checklist and Record) when conducting performance counseling for each rated NCO. An officer should utilize the OER (Officer Evaluation Report) Support Form, DA Form 67-9-1. The initial counseling should set clearly defined "quantifiable" standards and advise the Soldier of expectations. The following quarterly counselings advise the rated individual of the supervisor's perception of their performance and what, if any, areas they need to improve upon.

For example, if I told Sgt. Smith during our initial counseling that the section standard for the APFT is 270 and she scores between a 180 and 270, then on her quarterly she should be advised that she met the standard. If her scores exceeded the standard then she should expect an excellent rating and that is therefore easily quantifiable. If she failed then it is clear she should expect to see on her quarterly than she would

be rated "needs improvement". Do this each following quarter and no one is surprised.

If counselings have not occurred (which I cannot fathom a valid reason why they did not especially in a CONUS environment), and the Soldier finds herself awe struck at her supervisor's perception then two other courses of action are available, a commander's inquiry and the evaluation report appeal procedure outlined in Chapter 6, AR 623-3 and DA PAM 623-3.

The commander's inquiry gets the commander involved in problem resolution, may possibly prevent a mis-characterization of the rated Soldier, and may correct errors before they become part of the Soldier's permanent record. A request for commander's inquiry can be initiated by the rated individual or by anyone authorized access to the report. The inquiry must be completed no later than 120 days after the signature date of the senior rater (OER) or reviewer (NCOER) or authenticating officer (AER). The commander's inquiry is not a substitute for the appeals process nor is it a prerequisite for submission of an evaluation appeal which is the final course of action.

An appeal can be submitted by the rated Soldier or any authorized party for any report believed incorrect, inaccurate or in violation of the intent of evaluation regulation. The appeal should be filed as soon as possible after receiving an evaluation report with which you have good reason to disagree strongly. Good reason does not necessarily mean that you should file an appeal just because you disagree. Appeals must be supported by substantiated evidence which could include statements, documents and results of a commander's inquiry.

Once submitted, the Appeals and Cor-

rections Branch of the respective Active, Reserve or National Guard component will review the case and notify the Soldier in writing that the appeal has been either accepted or that the case is being returned for lack of evidence. Accepted appeals will then be forwarded for final review and decision by the DC-SPER Special Review Board (SRB). The appropriate agency will then notify the appealing party upon final outcome of the case.

If the appeal is favorable toward the Soldier, the appropriate Active, Reserve or National Guard reviewing agency will amend the rated individual's records, if appropriate. If the rated individual has been non-selected for promotion, the SRB will also determine if promotion reconsideration is warranted as a result of the change to the OER, NCOER or AER.

Very often, Soldiers attempt to file an Inspector General Action Request as a course of action in presenting their concerns regarding a "bad" evaluation. Typically, because evaluations have a mechanism of redress as provided by AR 623-3, they would not be considered matters appropriate for the IG to action. If, however, an adverse or derogatory evaluation is the unfavorable personnel taken as part of reprisal or retaliation, this may be an IG actionable issue. Always feel free to come and ask.

"Teaching and training" together are one of the four Inspector General functions. In an effort to ensure the operation readiness of CSJFTC and reduce the number of violations of standards, the CSJFTC IG will routinely publish informative articles in the Camp Shelby Reveille. If you have a question or topic you would like the IG to advise on simply send a question to her email at jennifer.a.collins@us.army.mil

