# Commander's Call Topics

December 3, 2015

# New Air Force Form 910: Forced Distribution for technical sergeants and below

The revised Air Force Form 910, Enlisted Performance Report (airman basic through technical sergeant); and interim change 3 to Air Force Instruction 36-2406, "Officer and Enlisted Evaluation Systems," have been published on the <u>Air Force e-Publishing website</u>.



The interim change codifies forced distribution of promotion recommendations for technical sergeants and below (including staff and technical sergeant-selects), which will be implemented using <u>Air Force Form 910</u> for the Nov. 30 technical sergeant and technical sergeant-select EPR static closeout date.

The new form and interim change, with the associated forced distribution process, are the latest significant changes to the Enlisted Evaluation and Weighted Airman Promotion Systems since the transformation began last summer. The promotion recommendation restrictions associated with forced distribution only apply to the regular Air Force.

### Senior Leader Messages:

"This is one of the key steps we need to take to truly ensure performance counts and that the promotion system is about performance first. There has to be a level of discernment when it comes to promotions; this step gives us the tools to do just that." -- Chief Master Sgt. of the Air Force James Cody

# **Key points:**

- For technical sergeants and below, forced distribution limits the top two promotion recommendations a commander is authorized to give to time-in-grade/time-in-service promotion-eligible Airmen.
- Promote now can be awarded to the top 5 percent of TIG/TIS promotion eligible Airmen from senior airman through technical sergeant. Must promote is limited to the top 15 percent of TIG/TIS promotion eligible senior airmen and top 10 percent of TIG/TIS promotion eligible staff and technical sergeants. There are no restrictions on the remaining three promotion ratings.
- Recommendations include promote now, must promote, promote, not ready now and do not promote.
- The restrictions under forced distribution are tied to historical promotion rates in each grade and are designed to ensure those Airmen receiving a top tier promotion recommendation have a distinct advantage for promotion while ensuring others remain competitive for promotion.
- Percentages will be awarded outright by large units -- those with 11 or more TIG/TIS promotion eligible Airmen. Small units -- 10 or fewer TIG/TIS promotion eligible -- will submit their top performing Airmen for consideration by an enlisted forced distribution panel led by the senior rater.
- All technical sergeants and below will also receive a performance assessment. The new performance assessment categories include: performance in primary duties/training requirements; followership/leadership; and whole Airman concept.

Additional guidance for completing the revised Air Force Form 910 is included in AFI 36-2406, interim change 3 on the <u>e-Publishing website</u>.

#### ▶ RESOURCES

Website access to the following resources can be gained by clicking on the name.

#### <u>AF.mil</u>

Airman magazine

Military OneSource/HomeFront

Air Force Personnel Center

Air Reserve Personnel Center

**Department of Defense News** 

**Department of Veteran Affairs** 

**TRICARE** 

U.S. Government Website

<u>Air Force Association</u> <u>Scholarships</u>

Air Force Safety Center

<u>Civil Service Employment</u> <u>Opportunities</u>

NAF Employment Opportunities

Air Force Bands/Outreach

# ► THIS WEEK IN AIR FORCE HISTORY

**Dec. 3**, **1988** – After a one-year trial program, the Air Force decided to continue its policy of assigning mixed male/female crews to 24-hour missile duty.

**Dec. 4, 1942 –** Ninth Air Force sent 24 B-24s to attack ships at the Naples docks in the first U.S. Army Air Forces air strike against mainland Italy in World War II.

**Dec. 5**, **1974** – Sikorsky Aircraft delivered the last HH-53 Super Jolly Green Giant helicopter to the Air Force.

**Dec. 6, 2002** – The Air Force Flight Test Center at Edwards Air Force Base, California, had both the X-45A unmanned combat air vehicle and a Global Hawk airborne on test missions at the same time. This marked the first time that two unmanned aircraft from two different programs were airborne simultaneously.

**Dec. 7, 1941 –** The Japanese bombed Pearl Harbor, Hawaii, and brought America into World War II. Two waves of Japanese fighters sank four U.S. battleships and damaged nine others. Overall, the surprise attack killed 2,390 personnel, including 193 Airmen at Hickam, Wheeler, and Bellows Fields, Hawaii. They also destroyed 64 Hawaiian Air Force planes. Six Army Air Force pilots shot down 10 enemy planes with 2nd Lt. George S. Welch garnering four kills.

**Dec. 8, 1976 –** The full-scale development version of the F-16A Fighting Falcon made its maiden flight at Fort Worth, Texas.

**Dec. 9, 2006** – TSgt. Eric M. Olson, a loadmaster from the 313th Airlift Squadron, helped his aircrew safely land a C-17 hit by enemy fire while leaving Baghdad International Airport. Olson executed his emergency checklists, tended to a wounded passenger, and calmly readied the other passengers for an emergency landing. For his actions, he received the Distinguished Flying Cross.



The OPM data breach, massive in its identity theft implications, gives rise to other crimes, and often one crime can result in two more. For example, phishing scams can morph into credit card fraud and social security abuse. Learn how to protect yourself <u>here</u>.

To learn more about the Office of Personnel Management data breach, legitimate assistance being provided to impacted individuals, and to understand cybersecurity as it is grounded in the Air Force tradition, please go to the specially created <u>Air Force Cybersecurity</u> web page.



#### **CURRENT ISSUES**

Air University summit addresses medical officer education, partnerships

The goal of Air University's first summit was to identify opportunities to expand professional opportunities, and was largely driven by the guiding principles of the Trusted Care Concept of Operations from the Office of the Air Force Surgeon General.

#### 2016 FEHB open season effective through Dec. 14

Open season for federal employees' health insurance program changes runs through Dec. 14, and flex spending must be reenrolled in annually even if nothing else is modified.

For more information on Air Force heritage, visit http://www.airforcehistory.af.mil

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