

# Commander's Call Topics



June 25, 2015

“Nearly all men can stand adversity,  
but if you want to test a man's character  
give him power.”

*Abraham Lincoln (1809-1865)  
16th President of the United States*

Six teams  
eight events  
250 athletes

**Warrior Games**

## Measuring a New Standard of Excellence

Meaningful feedback, a reliable record of performance and a clear indication of promotion potential are the hallmarks of the revised enlisted performance report forms, according to Lt. Gen. Sam Cox, the deputy chief of staff for manpower, personnel and services.

“With nearly 90 percent of Airmen receiving ‘truly among the best’ assessments, a better means of identifying the top performers was absolutely necessary,” Cox said. Performance is the driving factor in promotions.

Static closeout dates for each rank are now in place, and the Air Force announced it will update the enlisted performance report forms and use new forced distribution and senior rater stratification restrictions to round out the incremental changes to enlisted evaluation and promotion systems.

For technical sergeants and below, forced distribution restricts the top two promotion recommendations a commander is authorized to give to promotion-eligible Airmen. The restrictions under forced distribution are tied to historical promotion rates in each grade designed to ensure those Airmen receiving a top tier promotion recommendation have a distinct advantage for promotion. The total number of forced distribution quotas is based on the total number of promotion-eligible Airmen a commander has in a specific grade on the SCOD.

New regular Air Force promotion eligibility cutoff dates for promotions to master sergeant and technical sergeant took effect this past fall to correlate with the new SCODs and in support of the master sergeant promotion process and forced distribution requirements scheduled for implementation beginning in November 2015. Airmen who are not eligible for promotion on their EPR static closeout date will receive an assessment of performance without a promotion recommendation.

For senior NCOs, stratification restrictions will limit the number of stratifications a senior rater may give to their master sergeant and senior master sergeant promotion eligible populations. Endorsement by senior raters will be restricted beginning with senior master sergeant EPRs closing out in July 2015. Senior raters will be restricted to endorsing only the top 10 percent of their master sergeant promotion-eligibles for promotions to senior master sergeant, and the top 20 percent of their senior master sergeant promotion-eligibles for promotions to chief master sergeant.

The forced distribution process is similar to the senior airman below-the-zone promotion process, with large units with enough Airmen to earn outright promotion allocations and small units which will roll-up nominated promotion eligibles to an Enlisted Forced Distribution Panel led by the senior rater. Once the EFDP selects those who will receive the top promotion recommendations, the remaining eligibles will receive outright promotes. Airmen receiving “promote” recommendations from the EFDP or directly from their unit continue to have significant opportunities for promotion as overall promotion percentages exceed the allocations controlled under forced distribution.

Although changes to the enlisted evaluation system are a total force initiative, the Air Reserve component will not enforce forced distribution across their junior enlisted promotion eligible grades; however, both the Air Force Reserve and Air National Guard will utilize senior rater endorsement restrictions across the senior NCO grades.

Teams of personnel experts will be visiting Air Force bases worldwide between now and late July to conduct town halls, leadership briefings and question-and-answer sessions on the changes. Airmen with questions are encouraged to attend briefings at their installation or the installation nearest them. For installation briefing times and locations, contact the local military personnel section or public affairs office or visit the [Air Force Personnel Center website](#) or [myPers](#).

“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,” said Chief Master Sgt. of the Air Force James A. Cody. “There has to be a level of discernment when it comes to promotions; this step gives us the tools to do just that.”

## ► RESOURCES

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

[AF.mil](#)

[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](#)

[Air Force Association Scholarships](#)

[Air Force Safety Center](#)

[Civil Service Employment Opportunities](#)

[NAF Employment Opportunities](#)

[Air Force Bands/Outreach](#)

## ► THIS WEEK IN AIR FORCE HISTORY

**June 25, 1996** - Terrorists bombed Khobar Towers near King Abdul-Aziz Air Base, Saudi Arabia, killing 19 U.S. Air Force personnel and injuring 300 others. It was the worst terrorist attack against American military personnel since the 1983 bombing of a U.S. Marine barracks in Lebanon. Air Force personnel were in Saudi Arabia to support Operation Southern Watch.

**June 26, 1942** - The F6F Hellcat first flew.

**June 27, 1976** – Airmen at Vandenberg Air Force Base, California, launched the first Titan II with a Universal Space Guidance System.

**June 28, 1917** - Langley Field was authorized as an experimental air station.

**June 29, 1950** - President Truman authorized Gen. MacArthur to dispatch air forces against targets in North Korea

**June 30, 1982** - Rockwell International rolled out the Space Shuttle Challenger.

**July 1, 1996** - An Air Force crew flew an EA-6B Prowler off the deck of the USS Constellation for the first time.

## TRENDING....

Updating the DOD workforce regarding the U.S. Office of Personnel Management cybersecurity incident, OPM reiterated that affected personnel are automatically enrolled in identity theft insurance through CSID. Full details are available on the [OPM website](#). CSID, on behalf of OPM, continued email notifications to DOD employees through June 22, 2015. Employees should check both their inboxes and spam filters for an official email notification which comes from [opmcio@csid.com](mailto:opmcio@csid.com) and will contain information about the incident, the protection being provided and instructions for registering for credit monitoring.

## ► CURRENT ISSUES

[Carter opens 2015 Warrior Games](#)

"The Warrior Games — you ... the participants in the Warrior Games, you're the pinnacle of DOD adaptive sports programs – activities that have helped our men and women heal together ... in mind, in body and soul," said Defense Secretary Ash Carter as he spoke at the opening ceremony of the 2015 Warrior Games.

## ► FAMILY HEALTH AND SAFETY

[Enroll newborns in TRICARE within 60 days of birth](#)

Missing the 60-day deadline to enroll newborns will result in processing issues and could incur costs.

## ► PERSONNEL ISSUES

[AF begins enlisted professional military education enrollment notifications](#)

Appropriate institutional competencies at specific milestones throughout one's career is the goal of the Air Force Personnel Center's phased approach to enlisted professional military education.

## ► ENVIRONMENT, SPACE AND TECHNOLOGY

[AF releases vision for development of autonomous systems](#)

[Autonomous Horizons](#), authored by Dr. Mica Endsley, provides direction and guidance on the opportunities and challenges in the development of autonomous systems for Air Force operations, and encourages those building autonomous systems to carefully consider and focus on the need for effective human-autonomy teaming as they develop new systems.

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

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