

# DISPOSITION FORM

For use of this form, see AR 340-15, the proponent agency is TAGCEN.

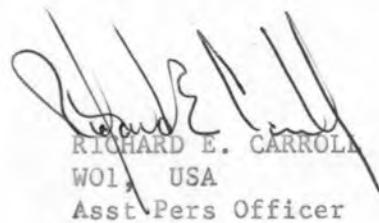
REFERENCE OR OFFICE SYMBOL	SUBJECT
AETSBRPC-S (OR)	Transmittal of OER Rated Officer's Copy
TO CW2 McPHERSON, MARVIN D. Co C., 3rd ABC APO NY 09702	FROM Personnel Officer RPC Schweinfurt APO 09033
	DATE 15 Feb 79 CMT 1

1. Attached as Inclosure 1 is your copy of the completed Officer Evaluation Report (OER) submitted for the period 780920 thru 790126. Request you review this report for errors and omissions in accordance with Chapter 7, AR 623-105, and notify this office immediately of any discrepancies found.
2. The record copy of this OER was/will be forwarded to DA MILPERCEN on 15 Feb 79
3. Request you acknowledge receipt of this report by your signature and date of receipt on the line below and return this DF to the Personnel Officer, USARPC, Schweinfurt, ATTN: AETSBRPC-S(OR) APO 09033.

\_\_\_\_\_  
Signature/date

FOR THE REGIONAL PERSONNEL OFFICER:

1 Incl  
as



RICHARD E. CARROLL  
W01 USA  
Asst Pers Officer

1. RPT 2 - PERSONNEL DATA (Read para. graph 3-2a, AR 623-105)

NAME - MIDDLE NAME	A. GRADE	B. DATE OF RANK	C. BRANCH	D. SP/ARMY PAY GRADE CODE
MARVIN J.	CW2	24 05 12	AV	N
3. STATION AND JOB COMMAND	E. COMM			
4. Infan	F. CC 623-105 - M4			
5. Division, Schweinfurt Germany, A 0 09033 Tele 2 23-7108	G. E7 53 E7			

2. RPT 3 - REPORTING PERIOD AND DUTY DAYS (Read paragraph 3-2b, AR 623-105)

Period Covered	D. Reasons for Submitting Report			E. Report Based On
DAY YEAR MONTH DAY	1. DUTY DAYS	2. INADEQUATE DUTY DAYS	3. OTHER DAYS	RATER <input checked="" type="checkbox"/> daily INDORSER
20 79 01 26	129			

3. INFORMATION ON REPORTED DUTY DAYS AND/OR OTHER DAYS (As Required)

a. Principal Duty	b. Duty MOS	c. Auth Grade
RW Pilot	100EO	
from Position Designation	d. Description. Rotary wing avia- sible for the operation and employment of AH-1S TOW cobras.	

4. RPT 4 - PROFESSIONAL ATTRIBUTES (Read paragraph 4-3d, AR 623-105)

a. RATE: Comp.	b. Rate: Explains "o and "Needs improvement responses in Part IVb and, if necessary, Part VII".	c. YES	d. NEEDS IMPROVEMENT	e. NO SOUND
1. Did this officer demonstrate more and character strength?	1	X		
2. Did this officer demonstrate technical competence appropriate to his grade and branch?	2	X		
3. Did this officer state, in an appropriate, his honest opinions and convictions? (Not a "yes man")	3	X		
4. Did this officer seek responsibility?	4	X		
5. Did this officer willingly accept full accountability for his actions and the actions of his subordinates?	5	X		
6. Is this officer stable under stress?	6	X		
7. Is this officer reliable?	7	X		
8. Did this officer maintain effective two-way communication with juniors, seniors, and peers?	8	X		
9. Did this officer demonstrate concern for the best interests of his subordinates?	9	X		
10. Did this officer contribute to the personal and professional development of his subordinates?	10	X		
11. Did this officer subordinate his personal interests and welfare to those of his organization and subordinates?	11	X		
12. Did this officer's performance set the proper example for his subordinates?	12	X		
13. Was this officer innovative in his approach to his duties and responsibilities?	13	X		
14. Did this officer demonstrate a breadth of perspective and depth of understanding beyond the limit of his specific responsibilities?	14	X		
15. Did this officer keep himself physically fit?	15	X		
16. Did this officer fulfill his responsibilities concerning the Army's Equal Opportunity Program?	16	X		

5. RPT 5 - Explains "o and "Needs improvement responses in Part IVb and, if necessary, Part VII".

2 3, 4, 9 (2) Displays technical competence well above that expected. (3) Always ready to stand up and be counted. (4) Thrives on greater responsibility. He always goes far beyond assigned or implied tasks to produce superb results in all areas of responsibility. (9) He always gives firm guidance, sound advice, and direction to all within his unit.

6. RPT 6 - Ask on other questions, if desired: Questions:

7. RPT 7 - DETERMINED PERFORMANCE OF PRESENT DUTY (Read paragraph 4-3f, AR 623-105)

8. RPT 8 - INDICER	In my judgment, this officer's performance of duty was (place score in applicable box):
9. RPT 9 - INDICER	Outstanding 70-60 Superior 67-57 Excellent 54-36 Effective 33-15 Marginal 14-4 Inadequate 1-0
10. RPT 10 - INDICER	11. RPT 11 - INDICER

12. RPT 12 - Cite IF applicable examples or illustrations in Part VII to support this rating.

13. RPT 13 - DA FORM 67-6, 1 JAN 64, WHICH IS OBSOLETE.

US ARMY OFFICER EVALUATION REPORT

4. RATED (Check one and date) (space provided.)  
 1. What did the officer do best?

Perform d duties as a rotary wing aviator in an attack helicopter company.

5. In what capacity or assignment do you believe this officer would make the greatest contribution to the Army?

Instruct or pilot for an attack helicopter company.

6. RATER AND INDOSER If I had full responsibility and authority, I would (place score in applicable box):

	Promote this officer immediately	Promote this officer to the next higher grade ahead of his contemporaries	Promote this officer with his contemporaries	Promote this officer to the next higher grade behind his contemporaries	Not promote this officer
S. RATER	30	29 - 24	23 - 8	7 - 2	1 - 0
I. INDOSER	30	*	*	*	*
7. You are required to cite SPECIFIC examples or illustrations via Part VII to support this rating.					

RATER Note: This evaluation is mandatory. CW2 McPherson is a well motivated, professional officer. His diligent attention to detail and personal dedication to the overall mission of the unit have marked him as a standout among his peers. He is able to professionally anticipate problems and solve them based on good judgement and sound logic. His personal interest in the welfare and professional development of members of this unit has been praiseworthy. He accomplishes numerous tasks simultaneously and always has superior results. Although he has surpassed the Department of the Army educational goals, he is continuing to pursue an advanced degree. Based on his actions within this short period, he has demonstrated unlimited potential and should be promoted immediately.

8. INDOSER Note: After evaluation is mandatory unless the provisions of paragraphs 2-2h and 4-4g, AR 623-105 apply.

I am unable to evaluate this officer. I have not been in my present job position for more than 60 days.

## PART VII - REPORT SCORES

ARO DATE INDOSER  
V 70

VI 30

VII 100

REPORT SCORES  
200

8. WITH INDOSER (1a + b)  
2. WITH INDOSER (2 x 4)

## PART IX - AUTHENTICATION (Read paragraph 3-2i, AR 623-105)

## a. SIGNATURE OF RATER

TYPED NAME (Last, First, MI)

COOK, STEPHEN K.

SSN

DATE

77-778

## GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT

CPT, IN, C Co 3d Avn Bn (Cbt) Platoon Leader

## b. SIGNATURE OF INDOSER

TYPED NAME (Last, First, MI)

MC CORD, JAMES F.

SSN

DATE

87-679

## GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT

CPT, IN, C Co 3d Avn Bn (Cbt), Commander

## c. REVIEWER

MY REVIEW  INDICATES NO FURTHER ACTION RESULTS IN ACTIONS STATED ON INCLOSURES

## SIGNATURE OF REVIEWER

TYPED NAME (Last, First, MI)

KEATING, DAVID W.

SSN

DATE

97-679

## GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT

LTC, TC, 3d Avn Bn (Cbt), APO 09031 Commanding

## PART X - PERSONNEL OFFICE (Read paragraph 3-2k, AR 623-105)

9. DATE ENTERED  
ON DA FORM 64  
790011  
MPO INITIALS  
JEC

## b. RATED OFFICER COPY (Check one and date)

1. Given to officer  
 2. Forwarded to officer  
 3. Forwarded to indosser  
 4. Forwarded to reviewer

## UNIT

## c. FORWARDING ADDRESS (Rated Officer) EU20

## SUBSEQUENT

## d. DATE RECEIVED

## e. RATED OFFICER COPY

1. Given to officer  
 2. Forwarded to officer  
 3. Returned to MPO

PART I - ADMINISTRATIVE DATA													
a. LAST NAME - FIRST NAME - MIDDLE INITIAL  MCPHERSON, MARVIN D.				b. SSN [REDACTED]		c. GRADE CW4		d. DATE OF RANK Year 86 Month 08 Day 01		e. BR AV	f. DESIGNATED SPECIALTIES	g. PMOS (WO) 152F	h. STA CODE 01767
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND  A Co, 2-229th Avn Regt, 101st Abn Div (AASLT) Fort Rucker, AL 36362-5071				j. REASON FOR SUBMISSION FORSCOM 03 Change of Rater		k. COMO CODE FC							
l. PERIOD COVERED FROM 89 05 01 THRU 89 11 19			m. NO. OF MONTHS 7	n. MILPO CODE TD17	o. RATED OFFICER COPY (Check one and date) <input type="checkbox"/> 1. GIVEN TO OFFICER <input type="checkbox"/> 2. FORWARDED TO OFFICER				p. FORWARDING ADDRESS				
q. EXPLANATION OF NONRATED PERIODS													
PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)													
a. NAME OF RATER (Last, First, MI)  JONES, KENNETH S.				SSN [REDACTED]		SIGNATURE Kenneth S. Jones							
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT  CPT, AV, A Co, 2-229th Avn Regt, Company Commander				SSN [REDACTED]		SIGNATURE Michael E. Rusko		DATE 11 Dec 89					
b. NAME OF INTERMEDIATE RATER (Last, First, MI)  RUSKO, MICHAEL E.				SSN [REDACTED]		SIGNATURE Michael E. Rusko		DATE 11 Dec 89					
c. NAME OF SENIOR RATER (Last, First, MI)  PASCOE, MICHAEL C.				SSN [REDACTED]		SIGNATURE Michael C. Pascoe		DATE 11 Dec 89					
d. SIGNATURE OF RATED OFFICER [Signature]				DATE 11 DEC 89		e. DATE ENTERED ON DA FORM 2-1		f. RATED OFFICER MPO INITIALS		g. SR MPD INITIALS		h. NO. OF INCL	
PART III - DUTY DESCRIPTION (Rater)													
i. PRINCIPAL DUTY TITLE  Standardization Instructor Pilot				j. SSI/MOS 152FC									
k. REFER TO PART IIIa, DA FORM 67-8-1  Battalion AH-64 standardization instructor pilot in an AH-64 Apache Attack Helicopter battalion, responsible for monitoring unit training programs to help ensure standardization within the battalion. Also responsible for the technical and tactical training and evaluation of AH-64 Apache aviators, unit trainers, instructor pilots and other standardization instructor pilots within the battalion. Provides safe and standardized instruction and evaluation for aircraft operation, which includes pilot night vision sensor (PNVS), combat skills, and gunnery during both day and night operations. Also responsible for assisting the commander in administering the aircrew training programs and ensuring unit Standard Operating Procedures (SOP) are in accordance with current doctrine.													
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)													
l. PROFESSIONAL COMPETENCE  (In Items 1 through 14 below, indicate the degree of agreement with the following statements as being descriptive of the rated officer. Any comments will be reflected in b below.)				HIGH DEGREE      LOW DEGREE 1      2      3      4      5									
1. Possesses capacity to acquire knowledge/grasp concepts				1. Displays sound judgment								1	
2. Demonstrates appropriate knowledge and expertise in assigned tasks				1. Seeks self-improvement								1	
3. Maintains appropriate level of physical fitness PASS 8905				1. Is adaptable to changing situations								1	
4. Motivates, challenges and develops subordinates				1. Sets and enforces high standards								1	
5. Performs under physical and mental stress				1. Possesses military bearing and appearance								72/170 YES	
6. Encourages candor and frankness in subordinates				1. Supports EO/EEO								1	
7. Clear and concise in written communication				1. Clear and concise in oral communication								1	
l. PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)													
1. DEDICATION 2. RESPONSIBILITY 3. LOYALTY 4. DISCIPLINE 5. INTEGRITY 6. MORAL COURAGE 7. SELFLESSNESS 8. MORAL STANDARDS		(a.2) Knowledge and expertise as a standardization instructor pilot is superb. (a.7,14) Excellent ability to communicate complex technical information. (a.10) Exceptionally flexible to fluid training requirements. (b.1) Totally dedicated to both safety and the unit mission. (b.3) Exhibits unsurpassed loyalty. (b.4) Highly disciplined in both manner and performance. (b.6) Always states his opinions and convictions with diplomacy.											

A COMPLETED DA FORM 67-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW.

YES  NO (Explain in box)

ANSWER: 1807 = 161-032/50702

Info removed by VNCA

**OFFICER EVALUATION REPORT SUPPORT FORM**

For use of this form, see AR 623-105; the proponent agency is DCSPER.

Read Privacy Act Statement on Reverse before Completing this form

**PART I - RATED OFFICER IDENTIFICATION**

NAME OF RATED OFFICER (Last, First, MI)	GRADE	ORGANIZATION
MCPHERSON, MARVIN D.	CW4	A COMPANY, 2-229TH AVN REGT

**PART II - RATING CHAIN - YOUR RATING CHAIN FOR THE EVALUATION PERIOD IS:**

RATER	NAME JONES, KENNETH S.	GRADE 03	POSITION Company Commander
INTERMEDIATE RATER	NAME RUSHO, MICHAEL E.	GRADE 04	POSITION S-3
SENIOR RATER	NAME PASCOE, MICHAEL C.	GRADE 05	POSITION Battalion Commander

**PART III - VERIFICATION OF INITIAL FACE-TO-FACE DISCUSSION**

AN INITIAL FACE-TO-FACE DISCUSSION OF DUTIES, RESPONSIBILITIES, AND PERFORMANCE OBJECTIVES FOR THE CURRENT RATING PERIOD TOOK PLACE ON 10 MAY 89

RATED OFFICER'S INITIALS MDM RATER'S INITIALS KSJ

**PART IV - RATED OFFICER** (Complete a, b, and c below for this rating period)

## a. STATE YOUR SIGNIFICANT DUTIES AND RESPONSIBILITIES

DUTY TITLE IS AH-64 Standardization Instructor Pilot, THE POSITION CODE IS \_\_\_\_\_.

Battalion AH-64 standardization instructor pilot in an AH-64 (Apache) attack helicopter battalion, responsible for monitoring unit training programs to help ensure standardization within that battalion. Also responsible for the technical and tactical training and evaluation of AH-64 aviators, unit trainers, instructor pilots and other standardization instructor pilots within the battalion. Provides safe and standardized instructions and evaluations for aircraft operations, which include pilot night vision sensor (PNVS), combat skills, and gunnery during both day and night operations. Also responsible for assisting the commander in administering the aircrew training programs and ensuring unit standard operating procedures are in accordance with current doctrine.

## b. INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES

- Provide unit IP's with guidance necessary to facilitate their jobs.
- Ensuring unit IP's maintain a high degree of proficiency.
- Monitor no-notice program to ensure it is administered fairly.
- Assisting commanders and staff as necessary to ensure their decisions promote mission accomplishment and safety.
- Provide commanders and staff with interpretations of regulations, SOP's and doctrine as required.
- Provide commander and staff with correct AH-64 technical data as required.
- To set the example for my contemporaries and subordinates.
- To be professional in all my duties and have the respect and confidence of my fellow aviators.

c. LIST YOUR SIGNIFICANT CONTRIBUTIONS

I have been instrumental in the following areas:

- Developing a unit training program to be used for RL progression and PIC appointments.
- Developing individual, crew and team training scenarios to be used in aircraft and CMS training.
- Assisting in developing the unit garrison SOP.
- Assisting in developing and maintaining the AH-64 task list.
- Providing unit and staff aviators instructions and evaluations.
- Providing technical assistance to staff personnel during planning phases.
- Developing the unit gunnery SOP.
- Monitoring unit training programs and assisting unit IP's as necessary to ensure unit goals are met.
- Providing guidance as necessary to ensure command attitudes are adhered to.
- Maintaining CMS schedule for the battalion.



10000 89

SIGNATURE AND DATE

**PART V – RATER AND/OR INTERMEDIATE RATER** (Review and comment on Part IVa, b, and c above.  
Insure remarks are consistent with your performance and potential evaluation on DA Form 67-8.)

a. RATER COMMENTS (Optional)

Superb Common Sense! He has helped to stabilize the unit and help  
standardize the Bn. Thanks!



24NOV89

SIGNATURE AND DATE (Mandatory)

b. INTERMEDIATE RATER COMMENTS (Optional)

SIGNATURE AND DATE (Mandatory)

**DATA REQUIRED BY THE PRIVACY ACT OF 1974 (5 U.S.C. 552a)**

**1. AUTHORITY:** Sec 301 Title 5 USC; Sec 3012 Title 10 USC.

**2. PURPOSE:** DA Form 67-8, Officer Evaluation Report, serves as the primary source of information for officer personnel management decisions. DA Form 67-8-1, Officer Evaluation Support Form, serves as a guide for the rated officer's performance, development of the rated officer, enhances the accomplishment of the organization mission, and provides additional performance information to the rating chain.

**3. ROUTINE USE:** DA Form 67-8 will be maintained in the rated officer's official military Personnel File (OMPF) and Career Management Individual File (CMIF). A copy will be provided to the rated officer either directly or sent to the forwarding address shown in Part I, DA Form 67-8. DA Form 67-8-1 is for organizational use only and will be returned to the rated officer after review by the rating chain.

**4. DISCLOSURE:** Disclosure of the rated officer's SSN (Part I, DA Form 67-8) is voluntary. However, failure to verify the SSN may result in a delayed or erroneous processing of the officer's OER. Disclosure of the information in Part IV, DA Form 67-8-1 is voluntary. However, failure to provide the information requested will result in an evaluation of the rated officer without the benefits of that officer's comments. Should the rated officer use the Privacy Act as a basis not to provide the information requested in Part IV, the Support Form will contain the rated officer's statement to that effect and be forwarded through the rating chain in accordance with AR 623-105.