

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.

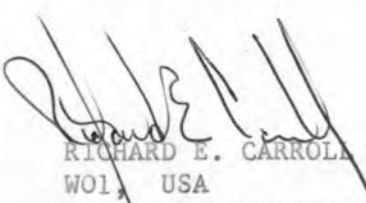
2. The record copy of this OER ~~was~~/will be forwarded to DA MILPERCEN on 15 Feb 79.

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
WO1, USA
Asst Pers Officer

For use of this form, see AR 623-105; proponent

Agency: US Army Military Personnel Center.

Part I - Basic Data (Read paragraph 3-2a, AR 623-105)

NAME - MIDDLE INITIAL	A. GRADE	B. DATE OF BIRTH	C. BRANCH	D. SP. ARSER
MARVIN J.	CW2	74 05 12	AV	N
STATION AND JOB COMMAND	A. CO. (Sta-Ma)			
Infantry Division, Schweinfurt Germany, APO 09033	CE2 53 87			
Tele 2 23-7138				

Part II - Reporting Period and Duty Data (Read paragraph 3-2b, AR 623-105)

Period Covered	Report Based On										
<table border="1"> <tr> <th>DAY</th> <th>YEAR</th> <th>MONTH</th> <th>DAY</th> </tr> <tr> <td>20</td> <td>79</td> <td>01</td> <td>26</td> </tr> </table>	DAY	YEAR	MONTH	DAY	20	79	01	26	<table border="1"> <tr> <th>Report Based On</th> </tr> <tr> <td>7 daily</td> </tr> </table>	Report Based On	7 daily
DAY	YEAR	MONTH	DAY								
20	79	01	26								
Report Based On											
7 daily											
Reported Duty Days and/or Other Days (As Required)	Reason for Submitting Report										
129	Optional										
	Para 2-2d										

Part III - Description of Duties (Read paragraph 4-3d, AR 623-105)

a. Principal Duty	b. Duty MOS	c. Auth Grade
RW Pilot	100EO	
d. Special Career	e. Description	
ter resp	Rotary wing avia-	
	sible for the operation and employment of AH-1S TCW cob as.	

Part IV - Professional Attributes (Read paragraph 4-3e, AR 623-105)

QUESTIONS	YES	NEEDS IMPROVEMENT	NO
1. Has this officer demonstrated moral and character strength?	X		
2. Did this officer demonstrate technical competence appropriate to his grade and branch?	X		
3. Did this officer state, as appropriate, his honest opinions and convictions? (Not a "yes man")	X		
4. Did this officer seek responsibility?	X		
5. Did this officer willingly accept full accountability for his actions and the actions of his subordinates?	X		
6. Is this officer emotionally stable under stress?	X		
7. Is this officer's judgment reliable?	X		
8. Did this officer maintain effective two-way communication with juniors, seniors, and peers?	X		
9. Did this officer demonstrate concern for the best interests of his subordinates?	X		
10. Did this officer contribute to the personal and professional development of his subordinates?	X		
11. Did this officer subordinate his personal interests and welfare to those of his organization and subordinates?	X		
12. Did this officer's personal conduct set the proper example for his subordinates?	X		
13. Was this officer innovative in his approach to his duties and responsibilities?	X		
14. Did this officer demonstrate a breadth of perspective and depth of understanding beyond the limit of his specific responsibilities?	X		
15. Did this officer keep himself physically fit?	X		
16. Did this officer fulfill his responsibilities concerning the Army's Equal Opportunity Program?	X		

17. Explain in detail: (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 positive direction to all within his unit.

18. In addition, explain questions, if desired: (Questions)

Part V - Demonstrated Performance of Present Duty (Read paragraph 4-3f, AR 623-105)

PERFORMANCE	Outstanding 70-84	Superior 67-69	Excellent 54-66	Effective 33-65	Marginal 14-4	Inadequate 1-0
Overall	70					
Other						

19. Examples or illustrations in Part VII to support this rating.

DA FORM 57 JAN 77

US ARMY OFFICER EVALUATION REPORT

Info removed by VNCA

PART VI - POTENTIAL (Read paragraph 4-3g, AR 623-105)

1. BATER (Can you do each question in the space provided?)
 2. What did the officer do best?
 Perform duties as a rotary wing aviator in an attack helicopter company.
 3. Is there any duty or assignment do you believe this officer would make the greatest contribution to the Army?

Instruct or pilot for an attack helicopter company.

4. BATER AND INDORSER 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
SCORE	30	29-24	23-8	7-2	1-0
BATER	[30]	[]	[]	[]	[]
INDORSER	[]	[]	[]	[]	[]

* You are required to cite SPECIFIC examples or illustrations in Part VII to support this rating.

PART VII - COMMENTS (Read paragraph 4-3h, AR 623-105)

1. BATER Narrative 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 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 expressed 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.

2. INDORSER Narrative 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 VIII - REPORT SCORES

ARI	BATER	INDORSER
V	70	
VI	30	
Sum	100	
REPORT SCORE	200	

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

a. SIGNATURE OF BATER	TYPED NAME (Last, First, MI)	SSN
<i>Stephen K. Cook</i>	COOK, STEPHEN K.	[]
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, IN, C Co 3d Avn Bn (Cbt) Platoon Leader		
b. SIGNATURE OF INDORSER	TYPED NAME (Last, First, MI)	SSN
<i>James H. Mc Cord</i>	MC CORD, JAMES H.	[]
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, IN, C Co 3d Avn Bn (Cbt), Commander		
c. REVIEWER	MY REVIEW	RESULTS IN ACTIONS STATED ON INCLOSURES
<i>David W. Keating</i>	INDICATES NO FURTHER ACTION	<input checked="" type="checkbox"/>
SIGNATURE OF REVIEWER	TYPED NAME (Last, First, MI)	SSN
<i>David W. Keating</i>	KEATING, DAVID W.	[]
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT LTC, TC, 3d Avn Bn (Cbt), APO 09031 Commanding		

1. With INCLOS. (a+b)
 2. Without INCLOS. (2x a)

PART X - PERSONNEL OFFICER (Read paragraph 3-2h, AR 623-105)

a. DATE ENTERED ON DA FORM 64	b. BATER OFFICER COPY (Check one and date)	c. FORWARDING ADDRESS (Rated Officer)	d. DATE RECEIVED
790614	<input checked="" type="checkbox"/> 1. Given to officer <input type="checkbox"/> 2. Forwarded to officer <input type="checkbox"/> 3. Forwarded to indorser <input type="checkbox"/> 4. Forwarded to reviewer	EU20	
MPO INITIALS			<input type="checkbox"/> 1. Given to officer <input type="checkbox"/> 2. Forwarded to officer <input type="checkbox"/> 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 03 Change of Rater			k. COMO CODE FC	
l. PERIOD COVERED		m. NO. OF MONTHS	n. MILPO CODE	o. RATED OFFICER COPY (Check one and date)		p. FORWARDING ADDRESS		
FROM Year: 89 Month: 05 Day: 01 THRU Year: 89 Month: 11 Day: 19		7	TD17	<input type="checkbox"/> 1. GIVEN TO OFFICER <input type="checkbox"/> 2. FORWARDED TO OFFICER				
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 <i>Kenneth S. Jones</i>	DATE 11 Dec 89
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, AV, A Co, 2-229th Avn Regt, Company Commander			
b. NAME OF INTERMEDIATE RATER (Last, First, MI) RUSHO, MICHAEL E.	SSN [REDACTED]	SIGNATURE <i>Michael E. Rusho</i>	DATE 11 Dec 89
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, AV, 2-229th Avn Regt, S-3			
c. NAME OF SENIOR RATER (Last, First, MI) PASCOE, MICHAEL C.	SSN [REDACTED]	SIGNATURE <i>MCPascoe</i>	DATE 11 DEC 89
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT LTC, AV, 2-229th Avn Regt, Battalion Commander			
d. SIGNATURE OF RATED OFFICER <i>Marvin D. McPherson</i>	DATE 11 DEC 89	e. DATE ENTERED ON DA FORM 2-1	f. RATED OFFICER MPO INITIALS
		g. SR MPO INITIALS	h. NO. OF INCL

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE Standardization Instructor Pilot	b. SSI/MOS 152FC
c. REFER TO PART III, 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)

a. 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.)	<table border="1"> <tr> <td>HIGH DEGREE</td> <td>LOW DEGREE</td> </tr> <tr> <td>1</td> <td>5</td> </tr> <tr> <td>2</td> <td>4</td> </tr> <tr> <td>3</td> <td>3</td> </tr> <tr> <td>4</td> <td>2</td> </tr> </table>	HIGH DEGREE	LOW DEGREE	1	5	2	4	3	3	4	2
HIGH DEGREE	LOW DEGREE											
1	5											
2	4											
3	3											
4	2											
1. Possesses capacity to acquire knowledge/grasp concepts	1	8. Displays sound judgment	1									
2. Demonstrates appropriate knowledge and expertise in assigned tasks	1	9. Seeks self-improvement	1									
3. Maintains appropriate level of physical fitness PASS 8905	1	10. Is adaptable to changing situations	1									
4. Motivates, challenges and develops subordinates	1	11. Sets and enforces high standards	1									
5. Performs under physical and mental stress	1	12. Possesses military bearing and appearance 72/170 YES	1									
6. Encourages candor and frankness in subordinates	1	13. Supports EO/EEO	1									
7. Clear and concise in written communication	1	14. Clear and concise in oral communication	1									
b. 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.											

PERIOD COVERED		890501-891119	
PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)			
a. RATED OFFICER'S NAME MCPHERSON, MARVIN D.		SSN [REDACTED]	
RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/MOS		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
b. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 67-B AND PART III a, b, AND c, DA FORM 67-B-1			
<input checked="" type="checkbox"/> ALWAYS EXCEEDED REQUIREMENTS		<input type="checkbox"/> USUALLY EXCEEDED REQUIREMENTS <input type="checkbox"/> MET REQUIREMENTS <input type="checkbox"/> OFTEN FAILED REQUIREMENTS <input type="checkbox"/> USUALLY FAILED REQUIREMENTS	
c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-B AND PART III a, b, AND c, DA FORM 67-B-1. DO NOT USE FOR COMMENTS ON POTENTIAL!			
CW4 McPherson is a very competent and totally dedicated officer, leader, and AH-64 Apache standardization instructor pilot (SIP) who has completed his duties in an outstanding manner. He has helped produce AH-64 aircrews who have been highly technically and tactically trained in both day and night combat operations. He scheduled and managed the AH-64 Combat Mission Simulator for the battalion in a superb manner, which allowed each AH-64 aviator to maintain his skill and proficiency. CW4 McPherson helped upgrade AH-64 Apache individual, crew, and team training scenarios, and the AH-64 commander's task list. He also helped update the standardization section of the battalion garrison SOP and the helicopter gunnery range SOP. Due to his exceptional knowledge of the AH-64 Apache, CW4 McPherson was actively sought by the battalion staff and commanders for technical assistance during the planning phases of all missions. He has also monitored the unit aviation training programs and provided guidance to the staff and each company to ensure standardization throughout the battalion. CW4 McPherson's hard work as the battalion AH-64 Apache SIP allowed the battalion to successfully complete the recent FORSCOM Aviation Resources Management Survey inspection. He has done much to keep this unit accident-free both in the air and on the ground. CW4 McPherson has been an outstanding asset to this unit, directing his extensive knowledge and abilities toward making this unit the best possible AH-64 Apache Attack Helicopter Battalion.			
d. THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS			
<input checked="" type="checkbox"/> PROMOTE AHEAD OF CONTEMPORARIES		<input type="checkbox"/> PROMOTE WITH CONTEMPORARIES <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below)	
e. COMMENT ON POTENTIAL			
CW4 McPherson's potential for continued outstanding performance in the Army is totally unlimited as an officer and leader. Promote to Master Warrant Officer as soon as possible, send to the Master Warrant Officer Course, and program for degree completion to finish his bachelor's degree. Manage into positions of increased responsibility at the brigade level. CW4 McPherson's performance is exceptional, and he would be an esteemed asset to any command.			
PART VI - INTERMEDIATE RATER			
f. COMMENTS			
I am unable to evaluate the rated officer because I have not been his intermediate rater for the required number of days.			
PART VII - SENIOR RATER			
g. POTENTIAL EVALUATION (See Chapter 9, AR 623-105)		h. COMMENTS	
<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;"> SR <input checked="" type="checkbox"/> <div style="border: 1px solid black; width: 100px; height: 100px; position: relative; margin-top: 10px;"> <!-- Visual representation of the evaluation scale --> </div> </div> <div> HI <div style="border: 1px solid black; width: 100px; height: 100px; position: relative; margin-top: 10px;"> <!-- Visual representation of the evaluation scale --> </div> </div> </div>		Continued superb performance in one of the most visible and important jobs in the battalion, CW4 Dave McPherson, as the Standardization Instructor Pilot, has provided the guidance and technical know-how that resulted in numerous commendable ratings, in his area of responsibility, during a recent FORSCOM ARMS inspection. CW4 McPherson is a consummate professional; I depend on him tremendously for his advice and recommendations. He is one of the best senior Warrant Officers I've seen in my 20 years of service and easily outperforms contemporaries. His impending medical retirement will be a loss for our Army.	
LO <div style="border: 1px solid black; width: 100px; height: 100px; position: relative; margin-top: 10px;"> <!-- Visual representation of the evaluation scale --> </div>			
A COMPLETED DA FORM 67-B-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (Explain in bi)			

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)

MCPHERSON, MARVIN D.

GRADE

CW4

ORGANIZATION

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.



SIGNATURE AND DATE

10 NOV 89

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!


SIGNATURE AND DATE (Mandatory)

24 NOV 89

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.