

PART I - ADMINISTRATIVE DATA

a. LAST NAME - FIRST NAME - MIDDLE INITIAL SLONIKER, MICHAEL E.	b. SSN [REDACTED]	c. GRADE 05	d. DATE OF RANK Year 84 Month 03 Day 01	e. BR AV	f. DESIGNATED SPECIALTIES 15/51	g. PMOS (WO)	h. STA CODE 51978
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND OFFICE OF THE SECRETARY OF DEFENSE WASHINGTON, DC 20301	j. REASON FOR SUBMISSION 03				k. COMD CODE DF		
I. PERIOD COVERED FROM THRU Year Month Day Year Month Day		m. NO. OF MONTHS 07	n. MILPO CODE MD01	o. RATED OFFICER COPY (Check one and date) <input checked="" type="checkbox"/> 1. GIVEN TO OFFICER 881209 <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) RUSS, JOHN M.	SSN [REDACTED]	SIGNATURE <i>John M. Russ</i>	DATE Nov 9, 1988		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT SES 5, DASD RESOURCES, ASD (SO/LIC), OSD, DOD, PENTAGON, WASH, DC					
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN [REDACTED]	SIGNATURE [REDACTED]	DATE		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT					
c. NAME OF SENIOR RATER (Last, First, MI) WHITEHOUSE, CHARLES S.	SSN [REDACTED]	SIGNATURE <i>Charles S. Whitehouse</i>	DATE Nov 20, 1988		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT ES IV, ASD (SO/LIC), OSD, DOD, PENTAGON, WASHINGTON, DC					
d. SIGNATURE OF RATED OFFICER <i>Michael T. Sloniker</i>	DATE 15 OCT 1988	e. DATE ENTERED ON DA FORM 2-1 [REDACTED]	f. RATED OFFICER MPO INITIALS <i>SLK</i>	g. SR MPO INITIALS [REDACTED]	h. NO. OF INCL 0

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE Assistant for Air Systems	b. SSI/MOS 15A51 IX6T
c. REFER TO PART IIIa, DA FORM 67-8-1	

Principal advisor to the Deputy Assistant Secretary of Defense for Resources for all matters related to Special Operations Air Warfare (Army and Air Force) Research and Development and Acquisition (RDA). Maintain close coordination with RDA elements in United States Special Operations Command (USSOCOM), CJCS, other OSD RDA elements, and the Services. Assist in the development and implementation of policy guidance and recommendations on procurement aspects of Joint Special Operations programs. Participate in interagency policy groups involved in air warfare-related procurement and program issues.

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.)	HIGH DEGREE 1 2 3 4 5	LOW DEGREE	
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	88/06 Pass	10. Is adaptable to changing situations	1
4. Motivates, challenges and develops subordinates	NA	11. Sets and enforces high standards	1
5. Performs under physical and mental stress	1	12. Possesses military bearing and appearance	69/180 Yes
6. Encourages candor and frankness in subordinates	NA	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.1 + A.2 Knowledge of technical, business aspects of material acquisition are unsurpassed. A.5 Reacts decisively under stress, achieving desired results. A.8 Always offers sound advice and counsel. b. Above reproach in all matters of ethics.
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PERIOD COVERED 880401 thru 881015

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. RATED OFFICER'S NAME MICHAEL E. SLONIKER

RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/MOS

SSN [REDACTED]

 YES NO

b. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1

 ALWAYS EXCEEDED REQUIREMENTS USUALLY EXCEEDED REQUIREMENTS MET REQUIREMENTS OFTEN FAILED REQUIREMENTS USUALLY FAILED REQUIREMENTS

c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL

LTC Sloniker is an outstanding officer. I personally selected him from Headquarters, Department of the Army Staff for duty in the Office of the Assistant Secretary of Defense, Special Operations/Low Intensity Conflict. Because of his strong operational experience and research development and acquisition (RDA) background, I directed him to chair a very difficult and timesensitive study, by the Chairman of the Defense Resource Board, that would review Special Operations Forces (SOF) Vertical Lift Requirements. Mike was tasked to determine lesser expensive options for SOF Vertical Lift programs costing seven to twelve billion dollars over the next twenty-five years. This effort required him to effectively lead a very diverse group of OSD, JCS, USSOCOM, Army and Air Force action officers who, at times, found it very difficult to come to an agreement. However, in the final document, he was able to produce a concise, coordinated document that reflected the very accurate precise cost data required for the senior DOD leadership to make rational decisions regarding the SOF force structure. The document was produced in the short 90-day time period allowed. His performance has received accolades from OSD's senior leadership. Overall, LTC Sloniker is a doer who displays a consummate know-how. He is one of the best.

d. THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS

 PROMOTE AHEAD OF CONTEMPORARIES PROMOTE WITH CONTEMPORARIES DO NOT PROMOTE OTHER (Explain below)

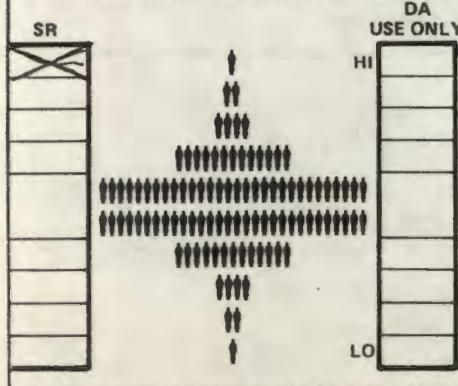
e. COMMENT ON POTENTIAL

Mike's operational expertise and knowledge of the materiel acquisition process demands that he be selected as a Program Manager to insure Army programs get the good leadership and management they deserve. Promote now to O-6 and select for Senior Service College. Unlimited potential.

PART VI - INTERMEDIATE RATER

b. COMMENTS

a. POTENTIAL EVALUATION (See Chapter 4, AR 623-105)



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

 YES NO (Explain in b)

PART VII - SENIOR RATER

b. COMMENTS

LTC Sloniker has done a superb job of adapting to the OSD environment in minimum time under difficult stress situations. I have personally followed his astute dealings with other OSD, Joint Staff, Army, and Air Force senior leaders in accomplishing a DRB-directed effort of critical importance to the Deputy Secretary of Defense. Thanks to Mike's efforts, SOF will soon realize a mid-term objective of the DOD Defense Guidance consistent with the DEPSECDEF goal of revitalizing SOF Airlift by 1992. Mike will meet the toughest challenges and will excel in all efforts. Promote to colonel and select for command.

PART I - ADMINISTRATIVE DATA

a. LAST NAME - FIRST NAME - MIDDLE INITIAL SLONIKER, MICHAEL E.			b. SSN [REDACTED]	c. GRADE 05	d. DATE OF RANK Year Month Day 84 03 01	e. BR AV	f. DESIGNATED SPECIALTIES 15/51	g. PMOS (WFO)	h. STA CODE 51978
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND OFFICE OF THE SECRETARY OF DEFENSE WASHINGTON, DC 20301			j. REASON FOR SUBMISSION 03			k. COMD CODE DF			
l. PERIOD COVERED FROM Year Month Day 88 04 01			m. NO. OF MONTHS THRU Year Month Day 88 10 15	n. MILPO CODE MD01	o. RATED OFFICER COPY (Check one and date) 1. GIVEN TO OFFICER 2. FORWARDED TO OFFICER			p. FORWARDING ADDRESS TO SUG	

q. EXPLANATION OF NONRATED PERIODS

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

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b. NAME OF INTERMEDIATE RATER (Last, First, MI) [REDACTED]	SSN [REDACTED]	SIGNATURE [REDACTED]	DATE [REDACTED]		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT [REDACTED]					
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GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT ES IV, ASD (SO/LIC), OSD, DOD, PENTAGON, WASHINGTON, DC					
d. SIGNATURE OF RATED OFFICER <i>Michael T. Sloniker</i>	DATE 15 Oct, 1988	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 Assistant for Air Systems	b. SSI/MOS 15A51 IX6T
c. REFER TO PART IIIa, DA FORM 67-8-1 Principal advisor to the Deputy Assistant Secretary of Defense for Resources for all matters related to Special Operations Air Warfare (Army and Air Force) Research and Development and Acquisition (RDA). Maintain close coordination with RDA elements in United States Special Operations Command (USSOCOM), OJCS, other OSD RDA elements, and the Services. Assist in the development and implementation of policy guidance and recommendations on procurement aspects of Joint Special Operations programs. Participate in interagency policy groups involved in air warfare-related procurement and program issues.	

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.)	HIGH DEGREE LOW DEGREE 1 2 3 4 5				
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14. Clear and concise in oral communication					

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 STANDBY - ARDS	A.1 + A.2 Knowledge of technical, business aspects of material acquisition are unsurpassed. A.5 Reacts decisively under stress, achieving desired results. A.8 Always offers sound advice and counsel. b. Above reproach in all matters of ethics.
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PERIOD COVERED 880401 thru 881015

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. RATED OFFICER'S NAME MICHAEL E. SLONIKER

RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/MOS

 YES NO

SSN [REDACTED]

b. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1

 ALWAYS EXCEEDED REQUIREMENTS USUALLY EXCEEDED REQUIREMENTS MET REQUIREMENTS OFTEN FAILED REQUIREMENTS USUALLY FAILED REQUIREMENTS

c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL!

LTC Sloniker is an outstanding officer. I personally selected him from Headquarters, Department of the Army Staff for duty in the Office of the Assistant Secretary of Defense, Special Operations/Low Intensity Conflict. Because of his strong operational experience and research development and acquisition (RDA) background, I directed him to chair a very difficult and timesensitive study, by the Chairman of the Defense Resource Board, that would review Special Operations Forces (SOF) Vertical Lift Requirements. Mike was tasked to determine lesser expensive options for SOF Vertical Lift programs costing seven to twelve billion dollars over the next twenty-five years. This effort required him to effectively lead a very diverse group of OSD, JCS, USSOCOM, Army and Air Force action officers who, at times, found it very difficult to come to an agreement. However, in the final document, he was able to produce a concise, coordinated document that reflected the very accurate precise cost data required for the senior DOD leadership to make rational decisions regarding the SOF force structure. The document was produced in the short 90-day time period allowed. His performance has received accolades from OSD's senior leadership. Overall, LTC Sloniker is a doer who displays a consummate know-how. He is one of the best.

d. THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS

 PROMOTE AHEAD OF CONTEMPORARIES PROMOTE WITH CONTEMPORARIES DO NOT PROMOTE OTHER (Explain below)

e. COMMENT ON POTENTIAL

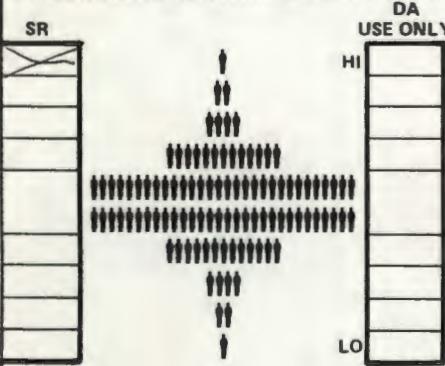
Mike's operational expertise and knowledge of the materiel acquisition process demands that he be selected as a Program Manager to insure Army programs get the good leadership and management they deserve. Promote now to O-6 and select for Senior Service College. Unlimited potential.

PART VI - INTERMEDIATE RATER

a. COMMENTS

PART VII - SENIOR RATER

a. POTENTIAL EVALUATION (See Chapter 4, AR 623-105)



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

 YES NO (Explain in b)

b. COMMENTS

LTC Sloniker has done a superb job of adapting to the OSD environment in minimum time under difficult stress situations. I have personally followed his astute dealings with other OSD, Joint Staff, Army, and Air Force senior leaders in accomplishing a DRB-directed effort of critical importance to the Deputy Secretary of Defense. Thanks to Mike's efforts, SOF will soon realize a mid-term objective of the DOD Defense Guidance consistent with the DEPSECDEF goal of revitalizing SOF Airlift by 1992. Mike will meet the toughest challenges and will excel in all efforts. Promote to colonel and select for command.

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
SLONIKER, MICHAEL E.	05	OASD (SO/LIC) RESOURCES

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

RATER	NAME RUSS, JOHN M.	GRADE SES-5	POSITION DASD (SO/LIC) RESOURCES
INTERMEDIATE RATER	NAME	GRADE	POSITION
SENIOR RATER	NAME WHITEHOUSE, CHARLES S.	GRADE ES IV	POSITION ASD (SO/LIC)

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 1 Jul, 1988.RATED OFFICER'S INITIALS MES RATER'S INITIALS JM**PART IV - RATED OFFICER (Complete a, b, and c below for this rating period)****a. STATE YOUR SIGNIFICANT DUTIES AND RESPONSIBILITIES**

DUTY TITLE IS Assistant for Air Systems, THE POSITION CODE IS 15A15 IX6T. Principal advisor to the Deputy Assistant Secretary of Defense for Resources for all matters related to Special Operations Air Warfare (Army and Air Force) Research and Development and Acquisition (RDA). Maintain close coordination with RDA elements in United States Special Operations Command (USSOCOM), OJCS, other OSD RDA elements, and the Services. Assist in the development and implementation of policy guidance and recommendations on procurement aspects of Joint Special Operations programs. Participate in interagency policy groups involved in air warfare-related procurement and program issues.

b. INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES

Chair the Defense Resources Board (DRB) directed study of Special Operations Vertical Lift requirements.

- Organize and lead the study team.
- Develop and adhere to milestones; get the study completed on time.
- Collect and evaluate costing data.
- Include all "fact-of-life" impacts on the study.
- Use LIFECYCLE costs as the basis of determining which aircraft is most cost effective.

Develop and maintain necessary professional and technical knowledge in areas of responsibility, to include RDA, Logistics, Operations, Production, and overall organizations and functions of the Services, USSOCOM, JCS, OSD, and Congress.

Maintain effective and credible relations with action officers on the Services, USSOCOM, JCS, and OSD Staffs.

Closely monitor assigned programs, orchestrate OSD actions to overcome problem areas, effectively articulate critical issues to the Services, USSOCOM, JCS, and OSD Staffs.

Keep superiors informed of actions taken that require their attention and ensure critical information is available for decision reviews. Be an "honest broker" providing straight-forward, candid assessments.

c. LIST YOUR SIGNIFICANT CONTRIBUTIONS

- Completed the DRB-directed study on time.
- Chaired a very diverse group of study team members that at times found it difficult to come to agreement, but in the final product pulled together to produce a very thorough, concise study in 90 days.
- Worked closely with the cost analysis improvement group (CAIG) and program analysis and evaluation (PA&E) member to insure costing data was accurate and pertinent to the study.
- Briefed the Assistant Secretary of Defense for Special Operations/Low Intensity Conflict (ASD (SO/LIC)) three times throughout the study period.
- Ensured the study reflected the very thorough efforts of the Services and U.S. Special Operations command (USSOCOM).
- Initiated the relook at USSOCOM's crew ratio and aircraft manning requirements.
- Initiated relook at USSOCOM medium helicopter requirements.
- Made sure "fact-of-life" realities and Congressional Special Operations Actions were included.

Michael E. Blomberg

1 Jul, 1988

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)

John M. Russ

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.

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) SLONIKER, MICHAEL E.	GRADE LTC	ORGANIZATION Office of the Secretary of Defense
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PART II – RATING CHAIN – YOUR RATING CHAIN FOR THE EVALUATION PERIOD IS:

RATER	NAME	GRADE	POSITION
INTERMEDIATE RATER	NAME	GRADE	POSITION
SENIOR RATER	NAME	GRADE	POSITION

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 _____.

RATED OFFICER'S INITIALS _____ RATER'S INITIALS _____

PART IV – RATED OFFICER (Complete a, b, and c below for this rating period)**a. STATE YOUR SIGNIFICANT DUTIES AND RESPONSIBILITIES**

DUTY TITLE IS _____, THE POSITION CODE IS _____.

b. INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES

c. LIST YOUR SIGNIFICANT CONTRIBUTIONS

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)

SIGNATURE AND DATE (Mandatory)

b. INTERMEDIATE RATER COMMENTS (Optional)

SIGNATURE AND DATE (Mandatory)

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