

OFFICER PERFORMANCE REPORT (Lt thru Col)

I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)

1 NAME (Last, First, Middle Initial) JOHNSON, BENNETT R.	2 SSN 088-74-9468	3 RANK Capt	4 DAFSC K13N3	5 REASON FOR REPORT Annual	6 PAS CODE ODGSFG19
7 ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 625th Strategic Operations Squadron (AFGSC), Offutt AFB NE				8 PERIOD OF REPORT FROM 2 Mar 2017 THRU 1 Mar 2018	9 NO DAYS SUPV 178 NO DAYS NON-RATED 0

II. JOB DESCRIPTION (Limit text to 4 lines)

DUTY TITLE Chief, ICBM Current Operations	10 SRID GSN08
<ul style="list-style-type: none"> - Selectively manned position, creates all ICBM targeting materials ensuring readiness to execute nuclear war plan - Manages and directs all targeting activities for nation's 3 missile wings, 450 ICBMs, and 45 Launch Control Centers - Directs the production of vital ICBM targeting software and databases required for operational use and test launches - Optimizes ICBM utilization as AFGSC lead for strike planning issues overseeing all ops and maintenance activities 	

III. PERFORMANCE FACTORS

Job Knowledge, Leadership Skills (to include Promoting a Healthy Organizational Climate) Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills (see reverse if marked Does Not Meet Standards)	DOES NOT MEET STANDARDS <input checked="" type="checkbox"/>	MEETS STANDARDS <input type="checkbox"/>
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IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)

- Performed 9 rapid tgting ops f/GT '18; built urgent tgt updates to 125 DGZs--demo'd reduction in strike time by 80%
 - Coordinated 113 msl mx requests for 3 MWs; produced 88 Nuc Tasking Orders--max'd COCOM tgting and alert reqts
 - Created 555 time-sensitive ICBM tgt updates in response to 282 OPLAN changes--CCDR's highest-pri tgts held at risk
 - Directed MW tgting audit; validated 1.5K+ actions for 150 alert sorties--ensured JFACC 100% accurate ICBM forces
 - MW/CC hand-selected as IG inspector; led 138-prsn multi-agency WIT team--identified and corrected 7 deficiencies
 - During this rating period, Capt Johnson received a LOR & UIF for an off-base DUI

Last performance feedback was accomplished on 9 Nov 2017 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION DANIEL M. HICKMAN, Capt, USAF 625th Strategic Operations Squadron (AFGSC) Offutt AFB NE	DUTY TITLE Flight Commander	DATE 26 Mar 18
	SSN 2476	SIGNATURE

V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lines)

☒ CONCUR ☐ NON-CONCUR
 - I have carefully considered Capt Bennett's comments to the referral document of 26 March 2018.
 - Tested/built critical ICBM execution plan software suite; updated 350+ strike options--max'd POTUS strike flexibility
 - Dev'd tgt/range safety data for 2 \$21M test launches; assured flt & airspace surety--val'd MMHI reliability/no mishaps
 - Capt Johnson has demo'd strong resiliency & proven himself a highly capable ICBM planner--work to rehabilitate

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION HAYLEY S. JAMES, Lt Col, USAF 625th Strategic Operations Squadron (AFGSC) Offutt AFB NE	DUTY TITLE Commander	DATE 30 Mar 18
	SSN 4170	SIGNATURE

VI. REVIEWER (If required, limit text to 3 lines)

☒ CONCUR ☐ NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION THOMAS A. BUSSIERE, Maj Gen, USAF Eighth Air Force (AFGSC) Barksdale AFB LA	DUTY TITLE Commander	DATE 3 May 18
	SSN 2613	SIGNATURE



VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box)
☐ FUNCTIONAL EXAMINER ☐ AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION	DUTY TITLE	DATE
	SSN	SIGNATURE

VIII. RATEE'S ACKNOWLEDGMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.	Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	SIGNATURE 	DATE 9 May 18
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RATEE NAME: JOHNSON, BENNETT R.	
IX. PERFORMANCE FACTORS (If Section III is marked Does Not Meet Standards fill in applicable block(s))	
DOES NOT MEET STANDARDS	
1. Job Knowledge. Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle non-routine situations.	<input type="checkbox"/>
2. Leadership Skills. Sets and enforces standards. Promotes a Healthy Organizational Climate. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Motivates Subordinates. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.	<input type="checkbox"/>
3. Professional Qualities. Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force Standards (i.e. Fitness standards, dress and appearance, customs and courtesies, and professional conduct). Accepts personal responsibility. Is fair and objective.	<input checked="" type="checkbox"/>
4. Organizational Skills. Plans, coordinates, schedules and uses resources effectively. Meets suspenses. Schedules work for self and others equitably and effectively. Anticipates and solves problems.	<input type="checkbox"/>
5. Judgment and Decisions. Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Adheres to safety and occupational health requirements. Acts to take advantage of opportunities.	<input checked="" type="checkbox"/>
6. Communication Skills. Listens, speaks, and writes effectively.	<input type="checkbox"/>
X. REMARKS (use this section to spell out acronyms from the front)	
Combatant Command (COCOM); Combatant Commander (CCDR); Designated Ground Zero (DGZ); Global Thunder (GT); Intercontinental Ballistic Missile (ICBM); Joint Force Air Component Commander (JFACC); Missile Wing (MW); Operation Plan (OPLAN); Minuteman III (MMIII); President of the United States (POTUS); Wing Inspection Team (WIT)	
XI. REFERRAL REPORT (Complete only if report contains referral comments or the overall standards block is marked as does not meet standards)	
I am referring this OPR to you according to AFI 36-2406, para 1.10. It contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI 36-2406, para 1.10. Specifically, you received a LOR/UIF for an off-base DUI.	
Acknowledge receipt by signing and dating below. Your signature merely acknowledges that a referral report has been rendered, it does not imply acceptance of or agreement with the ratings or comments on the report. Once signed, you are entitled to a copy of this memo. You may submit rebuttal comments. Send your written comments to Hayley S. James, Lt Col, USAF, 625 Strategic Operations Squadron, Commander.	
not later than 3 duty days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension from the individuals named above. You may submit attachments (limit to 10 pages) but they must directly relate to the reason this report was referred. Pertinent attachments not maintained elsewhere will remain attached to the report for file in your personnel record. Copies of previous reports, etc. submitted as attachments will be removed from your rebuttal package prior to filing since these documents are already filed in your records. Your rebuttal comments/attachments may not contain any reflection on the character, conduct, integrity, or motives of the evaluator unless you can fully substantiate and document them. Contact the MPS, Force Management section, or the AF Contact Center if you require any assistance in preparing your reply to the referral report. It is important for you to be aware that receiving a referral report may affect your eligibility for other personnel related actions (e.g. assignments, promotions, etc.). You may consult your commander and/or MPS or Air Force Contact Center if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the report under AFI 36-2406, Chapter 10: Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 2.	
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR DANIEL M. HICKMAN, Capt, USAF 625th Strategic Operations Squadron (AFGSC) Offutt AFB NE	DUTY TITLE Flight Commander SIGNATURE  DATE 26 Mar 18
SIGNATURE OF RATEE 	DATE 26 Mar 18
INSTRUCTIONS	
ALL: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in Developmental Education, advanced education, previous or anticipated promotion recommendations on AF Form 709, OPR endorsement levels, family activities, marital status, race, sex, ethnic origin, age, religion, or sexual orientation. Evaluators enter only the last four numbers of SSN.	
RATER: Focus your evaluation in Section IV on what the officer did, how well he or she did it, and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section IV may include recommendations for assignment. Provide a copy of the report to the ratee prior to the report becoming a matter of record and provide follow-up feedback to let the ratee know how their performance resulted in this final product.	
ADDITIONAL RATER: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendation for assignment.	
REVIEWER: Carefully review the raters and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.	
RATEE: Your signature is merely an acknowledgement of receipt of this report. It does not constitute concurrence. If you disagree with the content, you may file an evaluation appeal through the Evaluation Reports Appeals Board (IAW AFI 36-2406, Chapter 10 (Correcting Officer and Enlisted Evaluation Reports)), or through the Air Force Board for Correction of Military Records (IAW AFI 36-2603 (Air Force Board for Correction of Military Records)) and AFPAM 36-2607 (Applicants' Guide to the Air Force Board for Correction of Military Records (AFBCMR)).	
PRIVACY ACT STATEMENT	
AUTHORITY: Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force, AFI 36-2406, and Executive Order 9397 (SSN), as amended. PURPOSE: Used to document effectiveness/duty performance history, promotion, school and assignment selection, reduction-in-force, control roster, reenlistment, separation, research and statistical analysis. ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply. DISCLOSURE: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated. SORN: F036 AF PC A Effectiveness/Performance Reporting Records.	



DEPARTMENT OF THE AIR FORCE

29 Mar 2018

MEMORANDUM FOR REVIEWING OFFICIALS *423*

FROM: CAPT BENNETT R. JOHNSON

SUBJECT: Rebuttal to Referral Officer Performance Report

1. I am writing in response to the Referral Officer Performance Report served to me on 26 March 2018. In the interest of clarification I'd like to include the following additional information.
2. I would like to provide you with the background information that I believe led to the circumstances mentioned in this report. I made a poor choice while celebrating my friend's arrival back in the continental United States and wanting to hear about his new job and tell him about mine. My decision has cost me the respect of my peers, family, future positions within my squadron. Fortunately, my decision did not cost anyone their life or property. I do not deny that my actions have far reaching consequences affecting my position as an Air Force Officer.
3. I would like to begin by addressing my previous performance. Prior to this incident I have always upheld and exceeded all standards. I have done well in all facets of missile operations. Throughout my short Air Force career, I have served as a Deputy Missile Combat Crew Commander, a Deputy Missile Combat Crew Commander Instructor, Missile Combat Crew Commander, a Squadron Weapons and Tactics Instructor, Flight Commander, and served on the Inspector General's Office staff as an Inspector. I have taken every challenge and risen to the top at every opportunity because I work hard and I am passionate about the ICBM mission. I will continue to work hard and maintain that level of commitment. Additionally, I will strive to be an example for others to follow, and will share my experience with those around me in an effort to prevent other Airmen from making the same poor decision. I have continued to seek challenges, remaining a vital asset, and maintaining a positive attitude.
4. In addition to my comments above, I have continued to seek any occasion to volunteer, redeem myself and regain the trust that I have lost. I ask you to carefully consider this when deciding the final outcome of my OPR. I am deeply sorry for the discredit I have brought to both my unit, and the Air Force.
5. All I ask is that I am provided the opportunity to continue to prove myself. I respectfully ask you to please give strong consideration to these comments. Please ensure that the results will be a justified and fair rating of my duty performance during the report period 2 March 2017 – 1 March 2018 while I was assigned to the 90 MW and 625 STOS. I thank you for your time and consideration of this response.

Respectfully submitted,


BENNETT R. JOHNSON, Capt, USAF