

Department of the Air Force

Integrity - Service - Excellence

Officer SCOD Plan CY22



66 Force Support Squadron
Current as of 22 Feb 22



Executive Brief Overview

- **USAF Static Closeout Dates**
- **Accounting Dates**
- **Officer SCODs Key Terms & Facts**
- **Summary of Near-Term OES Policies with SCODs**
- **Officer SCODs Transition Plan**
- **Example Scenarios with SCODs**
- **Where you can find more information**



USAF Static Closeout Dates

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
 31 Jan	 28 Feb	  31 Mar	NO SCOD	  31 May	NO SCOD	 31 Jul	 31 Aug	  30 Sep	 31 Oct	 30 Nov	NO SCOD

Why Officer SCODs?



Synchronization

Unlocks synchronized comparison of performance within peer groups (grade, command/duty position); significantly improves future ALQ rating normalization



Transparency

Provides more direct feedback to officers; enhances performance delineation to improve inputs for key talent management decisions



Predictability

Delivers improved evaluation tracking for both units and officers; eliminates continuous evaluations for the same grade being worked throughout the year



Consistency

Aligns with Enlisted, Civilian, and Senior Leader (GO/SES) evaluation/appraisal frequency; ensures steady annual reporting timeline



Accounting Dates

Officer SCOD Accounting Dates

Rank	Static Closeout Date	Accounting Date
2d Lt	31 Oct	3 Jul
1st Lt		
Capt	31 Aug	3 May
Maj	31 May	3 Feb
Lt Col		
Col	28 Feb	3 Nov

Note: Accounting dates are approximately 120 calendar days prior to each SCOD and are established as the 3rd of the month for consistency.

 **Consistency** – We already do this for the Enlisted SCODs



MythBusters: Accounting Dates

- Your assigned unit as of the Accounting Date will process the SCOD Evaluation
- For a permanent change of station (PCS), the date arrived station (DAS) establishes the assigned unit on the accounting date
- For a permanent change of assignment (PCA), the effective duty date (EDD) establishes the assigned unit on the accounting date

~~PDD~~ ~~RNLTD~~ ~~DDLDS~~ ✓ DAS ✓ EDD

vMPF: Career Data Brief



FUNCT CAT:	PERMANENT PARTY
Record Status:	ACTIVE NO PROJECTED ACTION
PAS:	HH13FBTN
Unit:	OL A100 U S AIR FORCE HQ FFBTN0
EDD:	12 JUN 2021 ✓

Service Dates	
DAS:	12 JUN 2021 ✓ 405 DT:

Remember: Just like for Enlisted Evaluations...if Ratee & Previous Rater (old unit) both change unit after accounting date, the “new Rater” in old unit is responsible for SCOD OPR



Officer SCODs Transition Terms & Key Facts

- ***Last Evaluation*** = most recent evaluation that resulted in restarting the next evaluation inclusive dates...OPR or TR (20 weeks or more)
- ***SCOD Transition OPR*** = Directed by Headquarters Air Force (DBH)
- ***First SCOD OPR*** = applicable to all officers in respective grade; while reporting periods will vary from 6 to 16 months, evaluation reason will be “Annual”

Key Facts:

- Transition to SCODs change only one stratification policy--all others remain same
- In each grade, between the SCOD Transition OPR and first SCOD OPR, no Evaluations may closeout *except* TRs, Deployed CC LOEs, & Directed by CC Reports



Summary of Near-Term OES Policies with SCODs

- RegAF selects close on next higher grade SCOD w/promotion selected-rank on top of OPR. ARC will continue to close out on current grade SCOD with current rank on top of OPR
- “Select” strats no longer authorized (RegAF only); phased in by grade, effective across the grade at first SCOD; remain authorized for command/duty position strats but not using any grade or select (e.g.: a Maj Sq/CC who is a Lt Col-select keeps “#X/X Sq/CCs” authorized if considering all Sq/CCs, but not “#X/X Lt-Col Sel Sq/CCs” or “#X/X Maj Sq/CCs”)
- Special transition guidance for CY21 LAF-A/N//C/F Col-sel (P0621C) and Maj-sel (P0421D)
 - 31 Mar 22 DBH OPRs for identified Col-sel / 30 Jun 22 DBH OPRs for identified Maj-sel
- Continue to use TRs & LOEs until myEval PSDM announces new capabilities are ready
 - Applies to all students (19 weeks/less & 20 weeks/more)
 - Applies to all Deployed Commander LOEs
 - Applies for all other optional uses of LOEs



Officer SCODs Transition Plan

OFFICER SCOD TRANSITION PLAN

SYNCHRONIZATION • TRANSPARENCY • PREDICTABILITY • CONSISTENCY

The U.S. Air Force will transition officer performance reports (OPR) to static closeout dates (SCOD) by grade beginning in CY22 and ending in CY23. This change will apply to all Regular Air Force, Air Force Reserve, and Air National Guard officers.

Key Points

- ✓ For each grade, everything happens as normal according to the rules displayed on the right
- ✓ RegAF Promotion Selects follow projected grade plan, and ARC Promotion Selects follow current grade plan
- ✓ Some officers will have a SCOD Transition OPR to ensure all OPRs on first SCOD cover at least six months
- ✓ No evaluations will closeout between the SCOD Transition OPR and the first SCOD
except Training Reports, Deployed CC Letters of Evaluation, and Directed by CC Reports
- ✓ Everyone will have an OPR closeout on their first SCOD!

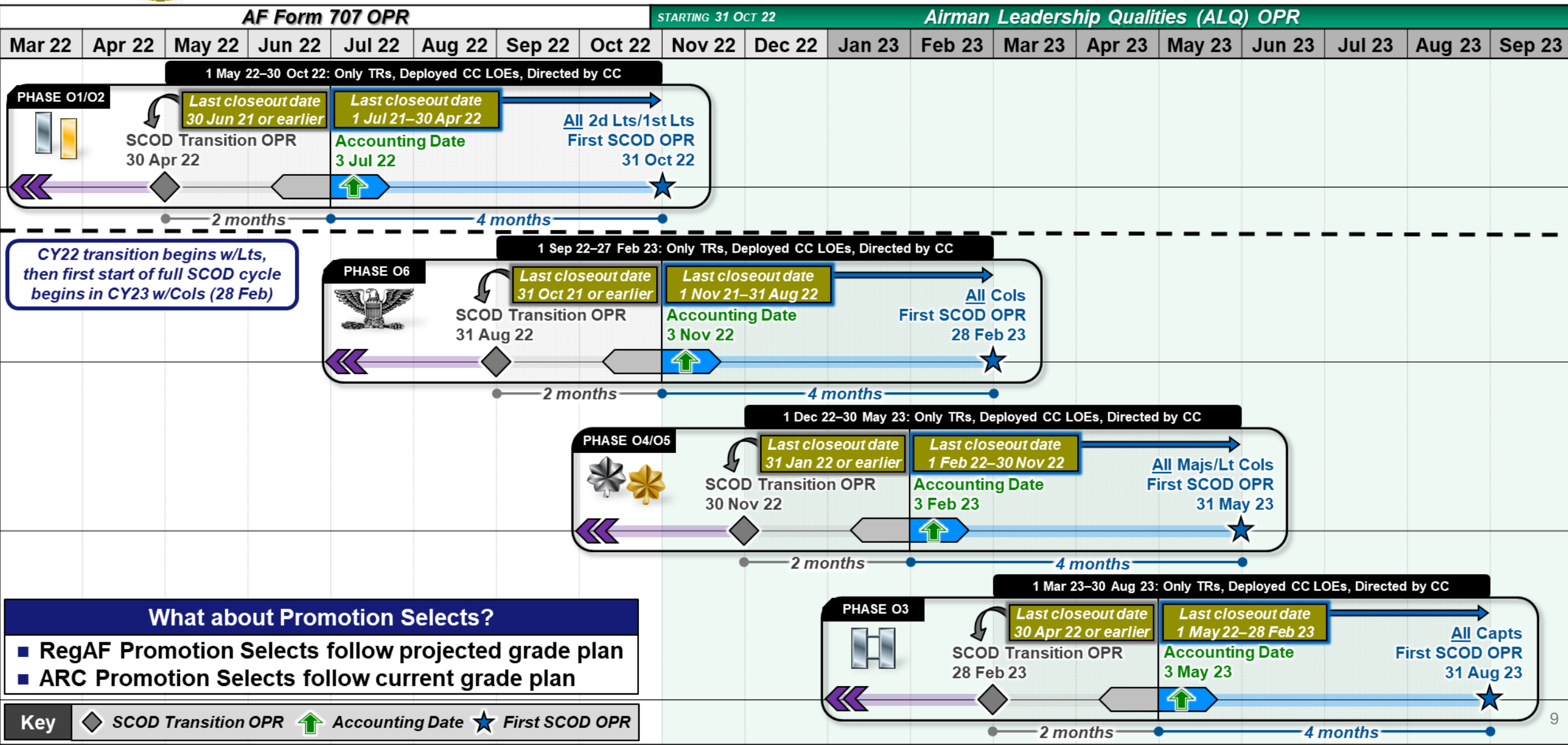
USAF Officer Rank	STEP 1 Continue Pre-SCOD Closeout Dates	STEP 2 Determine Next OPR	STEP 3 Next OPR Closeout Date	STEP 4 First SCOD OPR
	30 Apr 22 or earlier	If 30 Jun 21 or earlier... → Yes, your SCOD Transition OPR will close 30 Apr 22	Based on Step 2, you may need a SCOD Transition OPR before your first SCOD	31 OCT 22 First SCOD <small>3 Jul Accounting Date</small>
		If 1 Jul 21 – 30 Apr 22... → No SCOD Transition OPR; closeout extends to first SCOD		
	28 Feb 23 or earlier	If 30 Apr 22 or earlier... → Yes, your SCOD Transition OPR will close 28 Feb 23	Based on Step 2, you may need a SCOD Transition OPR before your first SCOD	31 AUG 23 First SCOD <small>3 May Accounting Date</small>
		If 1 May 22 – 28 Feb 23... → No SCOD Transition OPR; closeout extends to first SCOD		
	30 Nov 22 or earlier	If 31 Jan 22 or earlier... → Yes, your SCOD Transition OPR will close 30 Nov 22	Based on Step 2, you may need a SCOD Transition OPR before your first SCOD	31 MAY 23 First SCOD <small>3 Feb Accounting Date</small>
		If 1 Feb 22 – 30 Nov 22... → No SCOD Transition OPR; closeout extends to first SCOD		
	31 Aug 22 or earlier	If 31 Oct 21 or earlier... → Yes, your SCOD Transition OPR will close 31 Aug 22	Based on Step 2, you may need a SCOD Transition OPR before your first SCOD	28 FEB 23 First SCOD <small>3 Nov Accounting Date</small>
		If 1 Nov 21 – 31 Aug 22... → No SCOD Transition OPR; closeout extends to first SCOD		

*LAST EVALUATION = OPR or TRAINING REPORT (20 WEEKS/MORE)

For more information, visit [myPers](#)



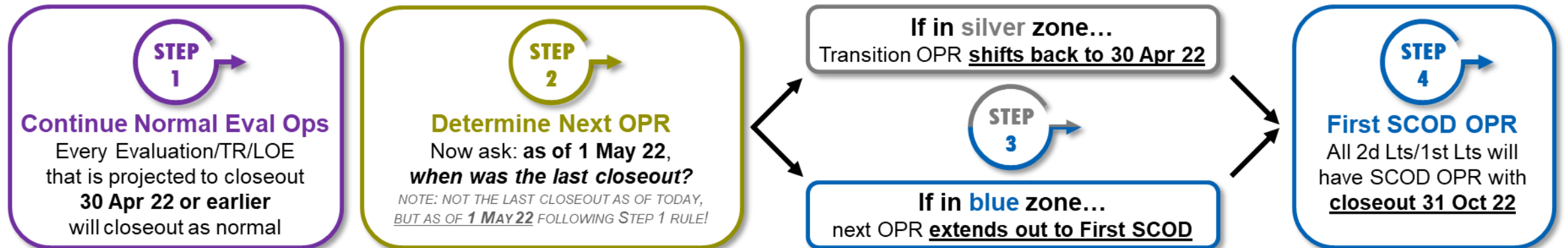
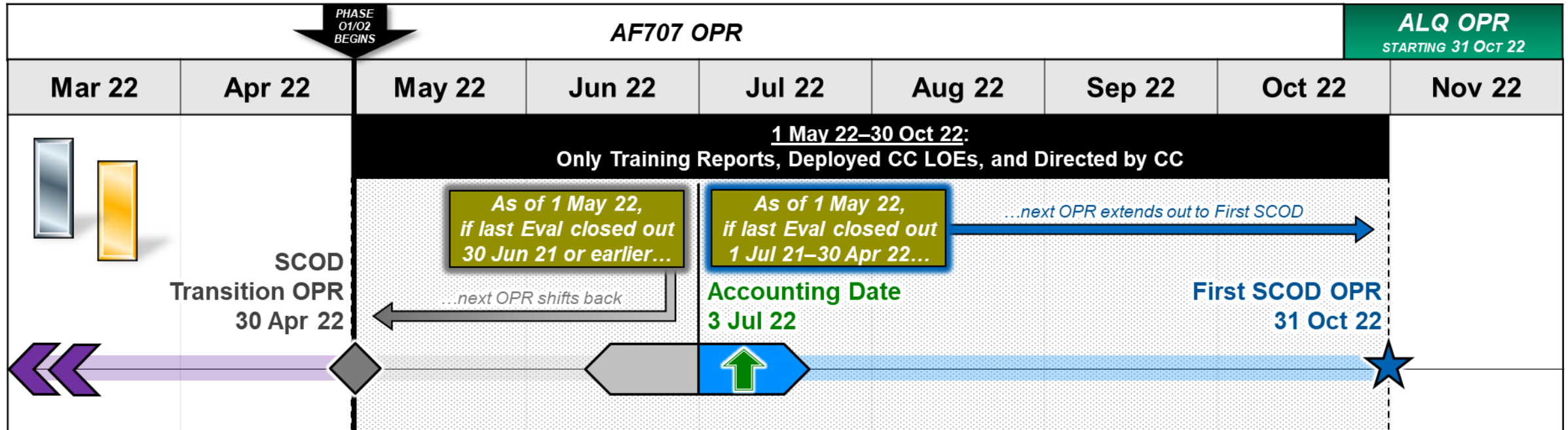
Officer SCODs Transition Plan





Officer SCODs Transition Plan

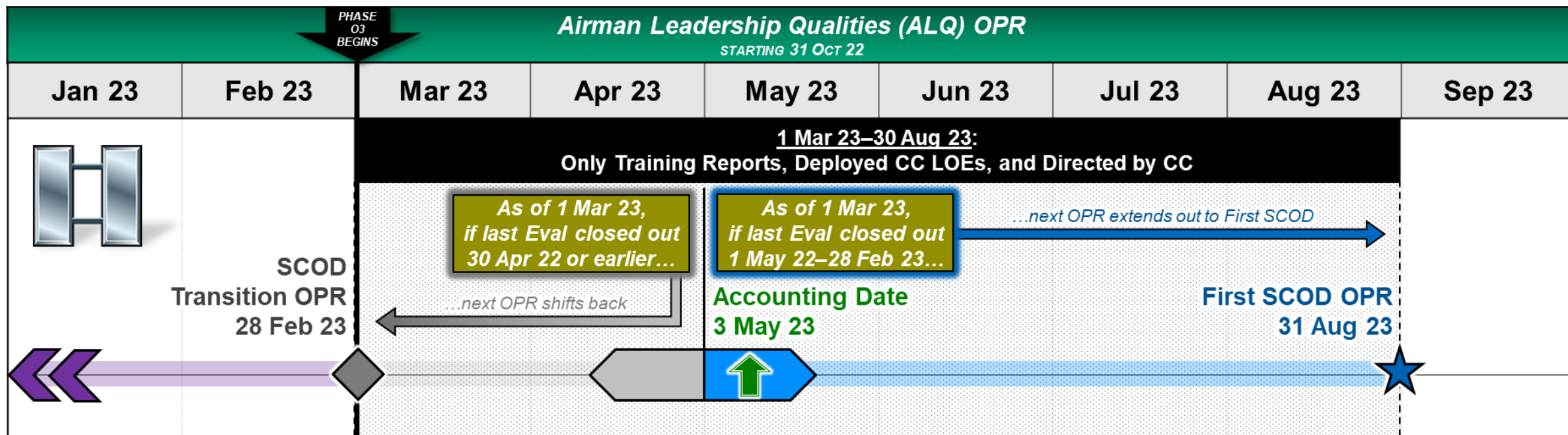
Phase 01/02: 2d Lts & 1st Lts (First SCOD 31 Oct 22)





Officer SCODs Transition Plan

Phase O3: Capts (First SCOD 31 Aug 23)



STEP 1

Continue Normal Eval Ops
Every Evaluation/TR/LOE that is projected to closeout **28 Feb 23 or earlier** will closeout as normal

STEP 2

Determine Next OPR
Now ask: **as of 1 Mar 23, when was the last closeout?**
NOTE: NOT THE LAST CLOSEOUT AS OF TODAY, BUT AS OF 1 MAR 23 FOLLOWING STEP 1 RULE!

STEP 3

If in **silver zone...**
Transition OPR **shifts back to 28 Feb 23**

If in **blue zone...**
next OPR **extends out to First SCOD**

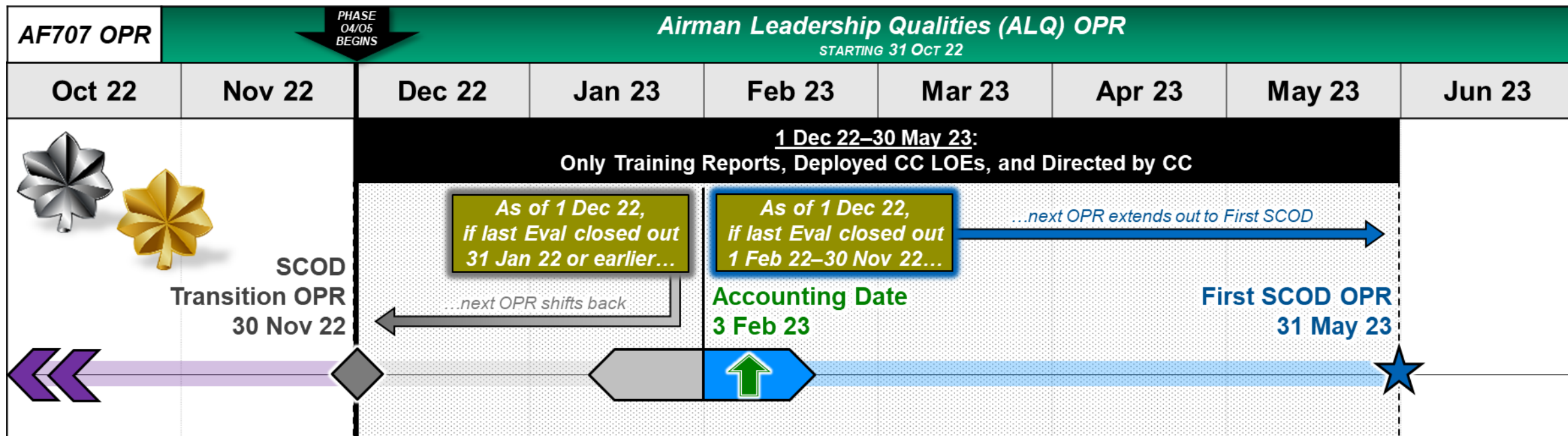
STEP 4

First SCOD OPR
All Capts will have SCOD OPR with **closeout 31 Aug 23**



Officer SCODs Transition Plan

Phase 04/05: Maj's & Lt Cols (First SCOD 31 May 23)



STEP 1

Continue Normal Eval Ops
Every Evaluation/TR/LOE that is projected to closeout **30 Nov 22 or earlier** will closeout as normal

STEP 2

Determine Next OPR
Now ask: **as of 1 Dec 22, when was the last closeout?**
NOTE: NOT THE LAST CLOSEOUT AS OF TODAY, BUT AS OF 1 DEC 22 FOLLOWING STEP 1 RULE!

STEP 3

If in **silver zone**...
Transition OPR **shifts back to 30 Nov 22**

If in **blue zone**...
next OPR **extends out to First SCOD**

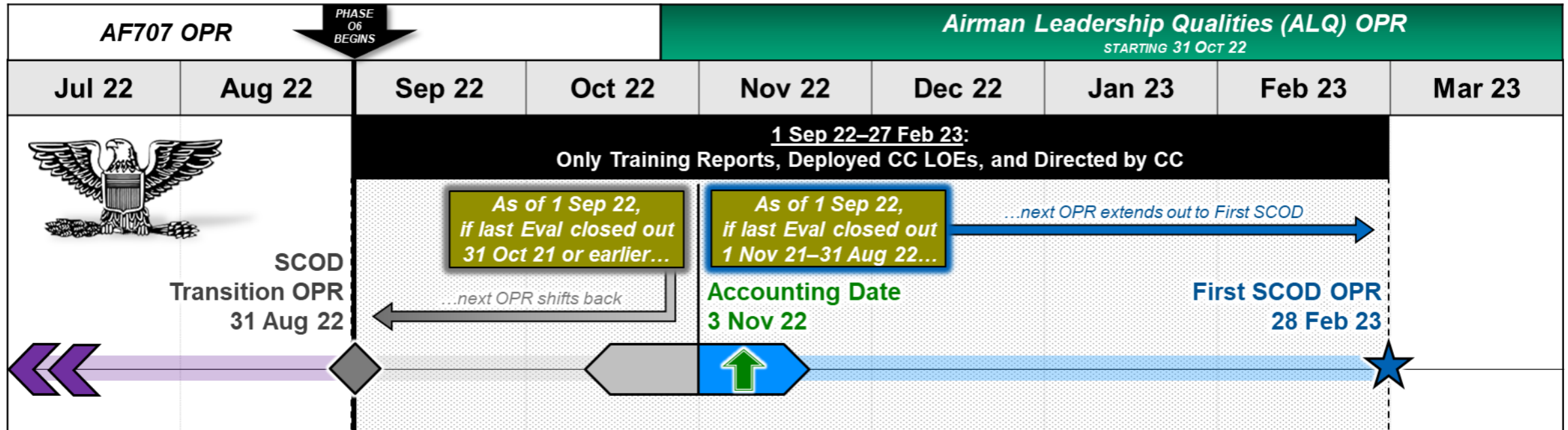
STEP 4

First SCOD OPR
All Maj's/Lt Cols will have SCOD OPR with **closeout 31 May 23**



Officer SCODs Transition Plan

Phase 06: Cols (First SCOD 28 Feb 23)



STEP 1

Continue Normal Eval Ops
Every Evaluation/TR/LOE that is projected to closeout **31 Aug 22 or earlier** will closeout as normal

STEP 2

Determine Next OPR
Now ask: **as of 1 Sep 22, when was the last closeout?**
NOTE: NOT THE LAST CLOSEOUT AS OF TODAY, BUT AS OF 1 SEP 22 FOLLOWING STEP 1 RULE!

STEP 3

If in **silver zone**...
Transition OPR **shifts back to 31 Aug 22**

If in **blue zone**...
next OPR **extends out to First SCOD**

STEP 4

First SCOD OPR
All Cols will have SCOD OPR with **closeout 28 Feb 23**



Example Scenarios with SCODs PCSs, PCAs, & 365-Day Extended Deployments

WHAT IF?

“I had to PCS/PCA just before the accounting date...”



- For a PCS, if your DAS (for PCA use EDD) is on/after the accounting date, then your old unit will process/sign SCOD Eval
- You are still assigned to your old unit until you properly arrive and gained to new unit

WHAT IF?

“I experienced a PCS, PCA, or rater change during the reporting period...”



- The unit you are assigned to on the accounting date will process/sign the SCOD Eval
- Rater as of accounting date will consider all performance during reporting period
- In the future, other authorized inputs may be securely submitted to current raters using myEval

WHAT IF?

“I am on a 365-day extended deployment...”



- The unit you are assigned to on the accounting date determines responsible unit/rating chain that processes/signs SCOD Eval
- While future policy is under development, continue processing all Deployed CC LOEs on scheduled closeout dates IAW AFI 36-2406



Example Scenarios with SCODs

Education, Training, & Developmental Programs

WHAT IF? “I am TDY to a course that is 19 weeks or less and expecting an Education/Training Report upon course graduation...”



- The unit you are assigned to on the accounting date determines responsible unit/rating chain that processes/signs SCOD Eval
- If TDY, then you are still assigned to your home station unit
- Continue using TRs pending further guidance
- While future policy is under development, continue processing all TRs IAW AFI 36-2406

WHAT IF? “I am in full-time student status for a course that is 20+ weeks long and will graduate on/before my next SCOD...”



- The unit you are assigned to on the accounting date determines responsible unit/rating chain that processes/signs SCOD Eval
- Continue using TRs pending further guidance
- While future policy is under development, continue processing all TRs IAW AFI 36-2406

WHAT IF? “I am in full-time student status for a course that is 20+ weeks long and will graduate after my next SCOD...”

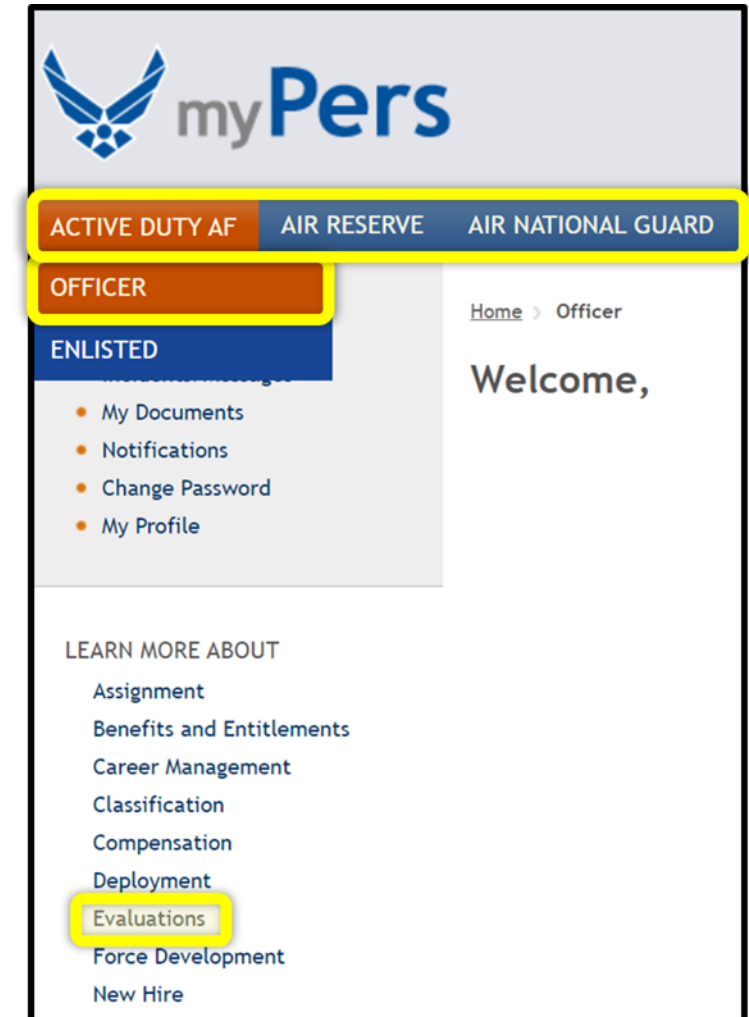


- You will still have an OPR closeout on the SCOD while in school
- While future policy is under development, continue processing all TRs IAW AFI 36-2406



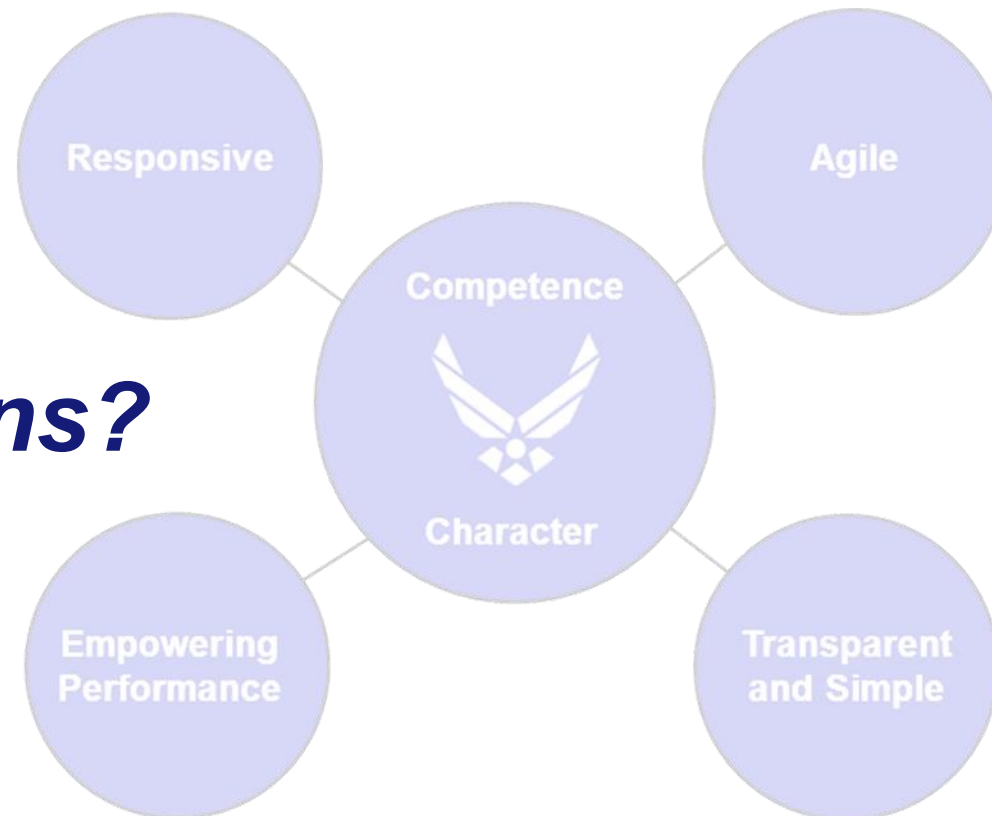
Where You Can Continue to Access More Information!

- Visit myPers mypers.af.mil
SCODs info linked under “Evaluations”
 - **Active Duty AF** [Officer](#) [Evaluations](#)
 - **Air Reserve** [Officer](#) [Evaluations](#)
 - **Air National Guard** [Officer](#) [Evaluations](#)
- **In the future**, visit myFSS myfss.us.af.mil
Note: all myPers knowledge articles will eventually transition to myFSS





Questions?



HAF-Level Officer SCODs OPR: AF Talent Management Innovation Cell (AF/A1H)
Contact: AF.A1.TalentManagement@us.af.mil



Next SCOD Base-Level Brief Will be 17 March 2022 @ 1100

Points of Contact:

Mr. Raul Martinez: (781) 225-5783 / raul.martinez.14@us.af.mil

Mrs. Joey Malone: (781) 225-1330 / joey.malone.1@us.af.mil

(Officer Promotions)

Mrs. Laura Gourgass: (781) 225-1693 / laura.gourgass@us.af.mil

HAF-Level Officer SCODs OPR: AF Talent Management Innovation Cell (AF/A1H)

Contact: AF.A1.TalentManagement@us.af.mil