

**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) JOHNS, DARRIN K.	2. SSN (b) (6)	3. GRADE Maj	4. DAFSC 51J4	5. REASON FOR REPORT Annual	6. PAS CODE EP1SF6KJ
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT Directorate of the Staff Judge Advocate HQ Air Force Space Command (AFSPC), Peterson AFB CO (AD)			8. PERIOD OF REPORT 28 Apr 2008 THRU 27 Apr 2009		9. NO. DAYS SUPV. 365

**II. JOB DESCRIPTION** (Limit text to 4 lines)

DUTY TITLE CHIEF, CIVIL LAW	10. SRID 1S1JA
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- Primary legal advisor to AFSPC/CC and MAJCOM Staff Directors on civil law and military adverse action matters
- Responsible for providing sound ethics advice under the DoD Joint Ethics Regulation to command leadership
- Command legal advisor on all FOIA, Privacy Act, Congressional inquiries, command relationships, and IG issues
- Provides oversight and advice to 4 NAFs/Centers/AF Elements and 8 subordinate bases on all civil law matters

**III. PERFORMANCE FACTORS**

Job Knowledge, Leadership Skills, Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness (see reverse if marked Does Not Meet Standards)	DOES NOT MEET STANDARDS	MEETS STANDARDS	FITNESS EXEMPTION
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**IV. RATER OVERALL ASSESSMENT** (Limit text to 6 lines)

- Darrin is an absolutely phenomenal officer and has proven himself as one of the best and brightest JAGs in AFSPC
- Ethics guru; authored over 50 ethics advisories & created command ethics training; presentation lauded by attendees
- Courtroom savvy--superb legal advisor for two complex, litigated admin discharge boards & IO for Art 32 hearing
- Key to DoD mission success--raised concerns on confinement facility closure to AF/CV...AF-wide changes enacted
- Tremendous legal advisor on \$5.6M nuclear mishap accident investigation board--command-wide corrections made
- Top 3% of O-4 JAGs I've seen to date! Outstanding officer and dedicated JAG; must pick for IDE, primed SJA job!

Last performance feedback was accomplished on: 17 Sep 2008 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION (b) (6) Colonel, USAF Headquarters Air Force Space Command (AFSPC) Peterson AFB CO	DUTY TITLE Staff Judge Advocate	DATE 12 May 2009
SSN (b) (6)	SIGNATURE (b) (6)	

**V. ADDITIONAL RATER OVERALL ASSESSMENT** (Limit text to 4 lines)  CONCUR  NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION	DUTY TITLE	DATE 12 May 2009
SSN	SIGNATURE (b) (6)	

**VI. REVIEWER** (If required, limit text to 4 lines)  CONCUR  NON-CONCUR

RATER IS ALSO THE REVIEWER

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION	DUTY TITLE	DATE 12 May 2009
SSN	SIGNATURE (b) (6)	

**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 JOHNS.DARRIN.K. (b) (6)	DATE 13 May 2009
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RATEE NAME: JOHNS, DARRIN K.

**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.
- 2. **Leadership Skills.** Sets and enforces standards. 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.
- 3. **Professional Qualities.** Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.
- 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.
- 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.
- 6. **Communication Skills.** Listens, speaks, and writes effectively.
- 7. **Physical Fitness.** Maintains Air Force physical fitness standards.

**X. REMARKS** (use this section to spell out acronyms from the front)

IO (Investigating Officer), IDE (Intermediate Developmental Education), SJA (Staff Judge Advocate)

**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 3.9. It contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI 36-2406, para. 3.9. Specifically,

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:

not later than 10 calendar days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension from the individual 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 MPF career enhancement 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 MPF 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 36-2401, Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 1.

NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR

DUTY TITLE

DATE

SIGNATURE

SIGNATURE OF RATEE

DATE

**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, or religion. 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 recommendations for assignment.

**REVIEWER:** Carefully review the rater's 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 36-2401 (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, Section 8013 and Executive Order 9397, 22 November 1943.

**PURPOSE:** Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of rating.

**ROUTINE USES:** May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3).

**DISCLOSURE:** Disclosure is mandatory; SSN is used for positive identification.