

Highlights of U.S. Army Officer Evaluation Reports (OERs) for Tim Griffin

Note: Scroll down to read OERs beginning on page 1.

OER for period ending 3/12/1997

- Responsibility, Integrity and Moral Courage rated as “Of the highest caliber.”
- “He is the quintessential soldier and attorney, displaying both technical and tactical proficiency.”
- “He displays flawless integrity, always striving for honesty and candor.”
- “His legal skills have proved to be exemplary.”
- “He is one of our top soldiers and has qualities that the Army seeks to instill in all soldiers.”
- “He handles assigned tasks with enthusiasm and his conduct has been exemplary.”

OER for period ending 2/28/1998

- Responsibility, Integrity and Moral Courage rated as “Of the highest caliber.”
- “During his initial tour with this unit, 1LT Griffin has shown tremendous initiative, keen intellect, and an unwavering dedication to the unit’s mission.”
- “Both his verbal and written communication and analysis demonstrated that he has a sharp analytical mind and superb writing skills.”

OER for period ending 8/9/1999

- “His trial advocacy was praised by the Board members.”
- “1LT Griffin is an officer of limitless capabilities whose energy, enthusiasm, and ‘can do’ attitude are a catalyst for mission accomplishment within the unit.”
- “As a newly commissioned officer, he has proven himself to be totally successful, has great military bearing, and unlimited potential.”

OER for period ending 8/8/2000

- “1LT Griffin is an outstanding officer and attorney.”
- “1LT Griffin is a top-notch officer and judge advocate who should be considered for promotion at the earliest opportunity.”
- “1LT Griffin is one of the finest junior officers in the command.”

OER for period ending 8/9/2001

- “CPT Griffin is an outstanding officer and attorney.”
- “CPT Griffin is a highly dedicated and dependable officer who frequently assisted the S-4 section with time-sensitive tasks.”
- “His military bearing is exceptional.”

OER for period ending 8/9/2002

- “Outstanding performance!”
- “He arrives at drill ready to work and never stops until long after closing formation.”
- “CPT Griffin has the gift of easily identifying legal issues and drafting clear, concise, and correct opinions.”
- “I relied on CPT Griffin, because of his absolute integrity and attention to detail, to prepare financial disclosure forms (SF 278) for four general officers with the 90th RSC.”
- “CPT Griffin’s military bearing is exceptional and he enjoys widespread respect from his peers in the 90th RSC.”
- “He is clearly one of the finest young officers in the 90th RSC.”

OER for period ending 8/9/2003

- “Captain Griffin consistently exceeded expectations, and did so as a team player, with enthusiasm and efficiency.”
- “His dedication, responsiveness, and technical competence serve as a model for the successful soldier and Judge Advocate.”

OER for period ending 8/9/2004

- “CPT Griffin is a leader and a self-starter.”
- “He relentlessly pursued(sic) compliance with a myriad of requirement and developed innovative methods to achieve that goal, while keeping his chain of command updated.”
- “CPT Griffin has maintained the highest ethical standards.”
- “He has performed his duties at the ability of a more seasoned officer and has unlimited potential.”

OER for period ending 8/7/2005

- “He is a focused and enthusiastic leader who has demonstrated the ability to get things done and motivate others.”
- “In addition to his outstanding management and leadership skills, CPT Griffin’s reputation for cogent and precise legal analysis, writing and advocacy is outstanding.”
- “He maintains the highest ethical standards and consistently performs his duties at levels expected of a more seasoned officer.”

OER for period ending 9/25/2006

- “Mobilized to Fort Campbell in support of the 101st Airborne Division’s deployment to Iraq, MAJ Griffin’s performance was outstanding.”
- “MAJ Griffin served as the assistant trial counsel in US v. Mikel, a high profile and complex attempted-murder prosecution, contributing greatly to the successful prosecution and resulting twenty five year sentence.”
- “While in Iraq, MAJ Griffin advised commanders on a variety of matters, including application of the Rules of Engagement, article 15-6 investigations, and UCMJ actions.”
- “MAJ Griffin mobilized to Iraq and served with distinction in support of the 172d Stryker Brigade providing a full array of legal services and support in a hostile environment.”

OER for period ending 1/19/2008

- “MAJ Griffin’s high level of motivation and superb analytical skills made him a top choice for presenting the SJA Office’s most difficult and contentious cases to administrative separation boards.”
- “MAJ Griffin is a gregarious person and a natural leader. He has the remarkable ability to calm and refocus others in a tense situation.”
- “MAJ Griffin is the go to officer for the most complex, challenging disciplinary matters within the Command based on the energy with which he approaches preparation, the thoroughness of his preparation, and the vigor of his presentation.”
- “His legal analysis, always based on thorough research, is insightful and accurate. Combined with his evident intelligence, his communication skills and leadership ability make him well suited to positions of higher responsibility.”

OER for period ending 1/19/2009

- “His leadership has contributed greatly to the camaraderie and teamwork among the Majors and Captains in the SJA office.”
- “He has a keen legal mind which quickly identifies the issues and questions presented by any fact situation.”
- “MAJ Griffin is a strong leader and a big picture thinker, as well as a technically sound judge advocate.”
- “He seeks responsibility and never fails to exceed expectations. MAJ Griffin’s enthusiasm for whatever case or issue before him is a force of nature.”

OER for period ending 4/21/2010

- “MAJ Griffin has been an invaluable addition to the SE-MARSG Command Staff.”
- “He is an outstanding judge advocate who is legally proficient and someone in which the Commander and Staff have the utmost confidence.”
- “He is a natural and effective leader within the command whose contributions reach far beyond his technical expertise.”
- “He is an exceptional communicator and motivator who has positively impacted morale in only a matter of months.”
- “MAJ Griffin is a go-getter who approached every task and mission with a heightened level of enthusiasm and dedication.”
- “You can always count on him to get the job done and done with meticulous preparation and precision.”

a. LAST NAME - FIRST NAME - MIDDLE INITIAL
GRIFFIN, John T.

b. SSN [REDACTED] c. GRADE
ILT

Year Month Day
96 06 15

SPECIALTIES
JA 55A

f. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND
**2d Judge Advocate General Detachment (LSO)
 5030 Leroy Johnson Drive, New Orleans, LA 70146**

g. REASON FOR SUBMISSION
04 PCS

h. COMD CODE
5Q

i. PERIOD COVERED

FROM			THRU			m. NO. OF MONTHS	n. MILPO CODE
Year	Month	Day	Year	Month	Day		
96	06	15	97	03	12	09	

o. RATED OFFICER COPY (Check one and date)

1. GIVEN TO OFFICER

2. FORWARDED TO OFFICER

p. FORWARDING ADDRESS
 [REDACTED]

q. EXPLANATION OF NONRATED PERIODS

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

r. NAME OF RATER (Last, First, MI)
 [REDACTED]

SSN [REDACTED] SIGNATURE [REDACTED]

GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT
CPT, JA, USAR, 2d Judge Advocate General Detachment (LSO), Deputy S-3

DATE
20 SEPT 00

s. NAME OF INTERMEDIATE RATER (Last, First, MI)
 [REDACTED]

SSN [REDACTED] SIGNATURE [REDACTED]

GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT

DATE

t. NAME OF SENIOR RATER (Last, First, MI)
 [REDACTED]

SSN [REDACTED] SIGNATURE [REDACTED]

GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT
LTC, JA, USAR, 2d Judge Advocate General Detachment (LSO), S-3

DATE
14 OCT 00

u. SIGNATURE OF RATED OFFICER
 [Signature]

DATE
20 Sept 00

v. DATE ENTERED ON DA FORM 2-1

w. RATED OFFICER MPO INITIALS

x. SR MPO INITIALS

y. NO. OF INCL

PART III - DUTY DESCRIPTION (Rater)

z. PRINCIPAL DUTY TITLE
Assistant S-3, Judge Advocate

aa. SSN/MOS
55A00

ab. REFER TO PART IIIa, DA FORM 67-8-1
Assistant S-3 for the 2d Judge Advocate General Detachment (LSO). Assisted the S-3 with training schedules and training programs.

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

ac. 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	1	2	3	4	5

1. Possesses capacity to acquire knowledge/grasp concepts	1	8. Displays sound judgement	1
2. Demonstrates appropriate knowledge and expertise in assigned tasks	1	9. Seeks self-improvement	1
3. Maintains appropriate level of physical fitness 9606/PASS	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 69/165/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

ad. PROFESSIONAL ETHICS (Comments 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.4 Enthusiastic and dedicated.
	a.7 Excellent writing skills.
	b2,5,6 Of the highest caliber.

1. RATED OFFICER'S NAME

UNITARY, JUMBI 1.

SSN



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

YES NO

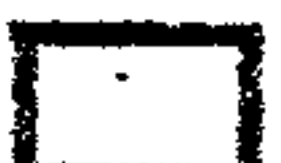
2. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 87-8 AND PART III a, b, AND c, DA FORM 87-8-1



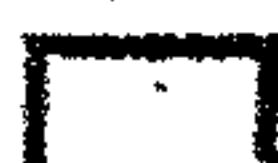
ALWAYS EXCEEDED REQUIREMENTS



USUALLY EXCEEDED REQUIREMENTS



MET REQUIREMENTS



OFTEN FAILED REQUIREMENTS



USUALLY FAILED REQUIREMENTS

3. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 87-8 AND PART III a, b, AND c, DA FORM 87-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL!

1LT Griffin has shown tremendous and continuing initiative, keen intellect, and an unwavering dedication to the unit's mission. He assisted in the planning of a field march and served as a leader for the field march. He also prepared the after action report on the field march. 1LT Griffin made a JAG continuing legal education presentation in conjunction with a JAG School videotape. Although 1LT Griffin was assigned to the 2d JAG for a short period of time, he quickly became assimilated into the unit and provided leadership in garrison as well as field activities. He is the quintessential soldier and attorney, displaying both technical and tactical proficiency. He quickly adapts to changing situations and is able to overcome unforeseen events. He displays flawless integrity, always striving for honesty and candor. He motivates enlisted soldiers to achieve military standards, such as physical fitness, uniform wear and appearance, and soldier's common tasks. His legal skills have proved to be exemplary. His initiative and dedication to the U.S. Army brings great credit to both himself and to this command.

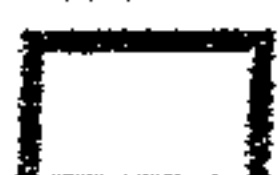
Physically fit; excellent appearance and attitude.

Drills scheduled: 36 Attended 32

4. 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)

5. COMMENT ON POTENTIAL

1LT Griffin should be given positions of increased responsibility and promoted ahead of his peers.

PART VI - INTERMEDIATE RATER

6. COMMENTS

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

SR



DA USE ONLY

HI



LO

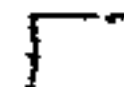
8. COMMENTS

1LT Griffin is a team player who put the unit mission and welfare before his own desires. He has demonstrated a wealth of knowledge and the ability to serve in a variety of JA positions outside of his official responsibilities when the need arises. He is one of our top soldiers and has qualities that the Army seeks to instill in all soldiers. He handles assigned tasks with enthusiasm and his conduct has been exemplary. He should be given increased responsibility and promoted to Captain immediately.

9. A COMPLETED DA FORM 87-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN EVALUATION AND REVIEW



YES



NO (Explain in d)

PART I - ADMINISTRATIVE DATA																					
2. LAST NAME - FIRST NAME - MIDDLE INITIAL GRIFFIN, John T.				b. SSN [REDACTED]		c. GRADE 1LT		d. DATE OF RANK Year: 96 Month: 06 Day: 15			e. BR JA	f. DESIGNATED SPECIALTIES 55A	g. PMOS (WD)	h. STA CODE							
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND 10th Judge Advocate General Detachment (MSO), 5550 Dower House Road, Upper Marlboro, MD 20772-3603								j. REASON FOR SUBMISSION 4 PCS				k. COMD CODE									
AL/ADI			l. PERIOD COVERED 31 days FROM THRU			m. NO. OF MONTHS 12		n. MILFO CODE		o. RATED OFFICER COPY (Check one and date) <input type="checkbox"/> 1. GIVEN TO OFFICER <input checked="" type="checkbox"/> 2. FORWARDED TO OFFICER			p. FORWARDING ADDRESS [REDACTED]								
Year			Month			Day			Year			Month			Day						
97			03			13			98			02			28						
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) [REDACTED]				SSN [REDACTED]		SIGNATURE [REDACTED]		DATE													
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, JA, USAR, 10th Judge Advocate General Detachment (MSO), Deputy S-1																					
b. NAME OF INTERMEDIATE RATER (Last, First, MI)				SSN		SIGNATURE		DATE													
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT																					
c. NAME OF SENIOR RATER (Last, First, MI) [REDACTED]				SSN [REDACTED]		SIGNATURE [REDACTED]		DATE													
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT LTC, JA, USAR, 10th Judge Advocate General Detachment (MSO), S-1																					
d. SIGNATURE OF RATED OFFICER [Signature]				DATE		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 S-1, Judge Advocate										b. SSIPMOS 55A00											
c. REFER TO PART IIIa, DA FORM 67-8-1 Assistant S-1 for 10th Judge Advocate General Detachment (MSO). Administer the unit Weight Control Program pursuant to AR 600-9. Serve as the Retirement Points Officer with primary responsibility to ensure that unit members receive a proper accounting of their earned retirement points. Administer the unit Officer Sponsorship Program.																					
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	
1. Possesses capacity to acquire knowledge/grasp concepts				1		8. Displays sound judgement				1											
2. Demonstrates appropriate knowledge and expertise in assigned tasks				1		9. Seeks self-improvement				1											
3. Maintains appropriate level of physical fitness 9706 PASS				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 69/165 YES				1											
6. Encourages candor and frankness in subordinates				1		13. Supports EO/BEO				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		a.4 Enthusiastic and dedicated.																			
2. RESPONSIBILITY		a.7 Excellent writing skills.																			
3. LOYALTY		b.2,5,6 Of the highest caliber.																			
4. DISCIPLINE																					
5. INTEGRITY																					
6. MORAL COURAGE																					
7. SELFLESSNESS																					
8. MORAL STANDARDS																					

