

**PART I - ADMINISTRATIVE DATA**

a. NAME (Last, First, Middle Initial) **HELIXON, WILLIAM M.**      b. SSN [REDACTED]      c. RANK **CPT**      d. DATE OF RANK Year **99** Month **01** Day **01**      e. BRANCH **JA**      f. DESIGNATED SPECIALTIES / PWOS (MOS) **55A**

g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND **HHC, USAG, FORT POLK, LOUISIANA 71459**      FORSCOM      h. REASON FOR SUBMISSION **04 Change of Duty**

i. PERIOD COVERED

FROM			THRU			j. RATED MONTHS	k. NOMINATED CODES	l. NO. OF ENCL	m. RATED OFFICER COPY (Check one and date)		n. PSB INITIAL	o. CMD CODE	p. PSB CODE
Year	Month	Day	Year	Month	Day				1. Given to Officer	2. Forwarded to Officer			
99	03	09	99	11	20	8		Ø	<input checked="" type="checkbox"/>	000215	DB	FC	FS14

**PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Part I)**

a. NAME OF RATER (Last, First, MI) <b>J [REDACTED] C [REDACTED]</b>	SSN [REDACTED]	RANK <b>GS-13</b>	POSITION <b>CHIEF, CLAIMS DIV</b>	DATE <b>991123</b>
b. NAME OF INTERMEDIATE RATER (Last, First, MI) <b>Y [REDACTED] S [REDACTED]</b>	SSN [REDACTED]	RANK <b>MAJ</b>	POSITION <b>DEPUTY SJA</b>	DATE <b>991123</b>
c. NAME OF SENIOR RATER (Last, First, MI) <b>M [REDACTED] C [REDACTED]</b>	SSN [REDACTED]	RANK <b>COL</b>	POSITION <b>SJA</b>	DATE <b>991123</b>
SENIOR RATER'S ORGANIZATION <b>HHC, USAG FORT POLK, LOUISIANA 71459</b>		BRANCH <b>JA</b>	SENIOR RATER TELEPHONE NUMBER [REDACTED]	DATE <b>991123</b>
d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No				DATE <b>991123</b>

**PART III - DUTY DESCRIPTION**

a. PRINCIPAL DUTY TITLE **Claims and Litigation Attorney**      b. POSITION AOC/BR **55A**

c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1  
**Assigned to the Claims Division, OSJA, Fort Polk, Louisiana, and serve as a claims attorney responsible for Personnel Claims, Tort Claims, and Hospital legal advisor. Advise four civilian employees on claims procedures and processes, investigate claims for potential fraud, interview claimants, and approve payments for meritorious claims. Determine government liability for tort claims asserted against the United States pursuant to the Federal Tort Claims Act, develop potential defenses, negotiate settlement packages where appropriate, and assist the US Attorney with litigation defense in the event suit is filed. Advise the Hospital Commander and staff on all medico-legal issues.**

**PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)**

**CHARACTER** Disposition of the leader: combination of values, attributes, and skills affecting leader actions

**8. ARMY VALUES** (Comments mandatory for all "NO" entries. Use PART Vb.)

Yes	No	Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>1. HONOR:</b> Adherence to the Army's publicly declared code of values		<b>5. RESPECT:</b> Promotes dignity, consideration, fairness, & EO	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>2. INTEGRITY:</b> Possesses high personal moral standards; honest in word and		<b>6. SELFLESS-SERVICE:</b> Places Army priorities before self	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>3. COURAGE:</b> Manifests physical and moral bravery		<b>7. DUTY:</b> Fulfills professional, legal, and moral obligations	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>4. LOYALTY:</b> Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier		<input checked="" type="checkbox"/>	<input type="checkbox"/>

**b. LEADER ATTRIBUTES / SKILLS / ACTIONS:** First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in

b.1. ATTRIBUTES (Select 1)	<input checked="" type="checkbox"/> <b>MENTAL</b> Possesses desire, will, initiative, and discipline	<input checked="" type="checkbox"/> <b>NO</b>	2. PHYSICAL Maintains appropriate level of physical fitness and military bearing	<input checked="" type="checkbox"/> <b>NO</b>	3. EMOTIONAL Displays self-control; calm under pressure	<input checked="" type="checkbox"/> <b>NO</b>
b.2. SKILLS (Competence) (Select 2)	<input checked="" type="checkbox"/> <b>CONCEPTUAL</b> Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input checked="" type="checkbox"/> <b>NO</b>	2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	<input checked="" type="checkbox"/> <b>NO</b>	<input checked="" type="checkbox"/> <b>TECHNICAL</b> Possesses the necessary expertise to accomplish all tasks and functions	<input checked="" type="checkbox"/> <b>NO</b>
	4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting	<input checked="" type="checkbox"/> <b>NO</b>				
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving	<input checked="" type="checkbox"/> <b>COMMUNICATING</b> Displays good oral, written, and listening skills for individuals / groups	<input checked="" type="checkbox"/> <b>NO</b>	<input checked="" type="checkbox"/> <b>DECISION-MAKING</b> Employs sound judgment, logical reasoning and uses resources wisely	<input checked="" type="checkbox"/> <b>NO</b>	3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	<input checked="" type="checkbox"/> <b>NO</b>
<b>INFLUENCING</b> Method of reaching goals while operating / improving	<input checked="" type="checkbox"/> <b>PLANNING</b> Develops detailed, executable plans that are feasible, acceptable, and suitable	<input checked="" type="checkbox"/> <b>NO</b>	5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources	<input checked="" type="checkbox"/> <b>NO</b>	6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	<input checked="" type="checkbox"/> <b>NO</b>
<b>OPERATING</b> Short-term mission accomplishment	7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders	<input checked="" type="checkbox"/> <b>NO</b>	8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate	<input checked="" type="checkbox"/> <b>NO</b>	9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading	<input checked="" type="checkbox"/> <b>NO</b>
<b>IMPROVING</b> Long-term improvement in the Army its people and organizations						

c. APFT: PROFILE      DATE: **NOV 1998**      HEIGHT: **71**      WEIGHT: **210**      YES

d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.  
 WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?      YES      NO

**PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)**

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

**OUTSTANDING PERFORMANCE, MUST PROMOTE**     **SATISFACTORY PERFORMANCE, PROMOTE**     **UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE**     **OTHER (Explain)**

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.

CPT Helixon continued his zealous management of tort cases and was instrumental in reducing the backlog of older files - eliminating all files older than Fiscal Year 1997. He managed the administrative and litigation phases of over 40 cases and authored litigation reports in four files where the amount sought was in excess of \$5.3 million. He assisted the US Attorney's Office in the pre-trial preparation of one case which resulted in a \$150 settlement the day prior to trial. His legal research and writing abilities are superb. CPT Helixon attended monthly Risk Management Committee meetings for the local MEDDAC and provided responsive legal advice to that committee. CPT Helixon facilitates better service to the customer. He is sympathetic, but fair to all claimants who come into contact with the claims process. He supervised the Personnel Claims Division within this Claims office. He continuously looks for better ways to help soldiers who present claims due to, mostly, unpleasant circumstances. Due to office deployments, CPT Helixon was asked to assist the other divisions, to include Legal Assistance, Administrative Law, and Criminal Law. Without complaint, he provided outstanding legal support where needed. He exhaustively prepared two criminal cases and demonstrated during those contested trials that he is a very capable young Judge Advocate. Although on profile as the result of a soccer injury, he is the most talented goalie on post. His outstanding performance during this rating period resulted in his selection as the next Chief, Administrative Law Division, within this office. CPT Helixon welcomes new legal issues and problems, and ensures a workable solution is reached. CPT Helixon is an excellent negotiator and has unlimited potential. He should be assigned to the US Army Claims Service to use his claims management and resolution skills.

c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

**PART VI - INTERMEDIATE RATER**

CPT Helixon is an exceptional attorney. Brimming with confidence and experience obtained as a former enlisted soldier and civilian criminal defense attorney, CPT Helixon accomplishes any task with speed and aplomb. Flawless research and writing skills, and endless enthusiasm combine with a knack for litigation to allow CPT Helixon to excel as a claims attorney, trial counsel, and administrative/labor attorney. In addition, he possesses top notch organization and monitoring skills, a talent for public speaking, and an intense desire to succeed. A shoe-in for CVI status, CPT Helixon is an ideal Judge Advocate. His potential is limitless.

**PART VII - SENIOR RATER**

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

**BEST QUALIFIED**     **FULLY QUALIFIED**     **DO NOT PROMOTE**     **OTHER (Explain below)**

I currently senior 8 officer(s) in this grade  
 A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review     **YES**     **NO (Explain in c)**

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

**CENTER OF MASS**

RO: CPT HELIXON WILLIAM M

SR: COL M [REDACTED]

DATE: 2000 02 16

TOTAL RATINGS: 25

RATINGS THIS OFFICER: 2

c. COMMENT ON PERFORMANCE/POTENTIAL

Absolutely unlimited potential. At his stage in his career, CPT William Helixon is as talented and proficient as any judge advocate with whom I have worked. He is a gifted writer, outstanding oral advocate, and exceptional athlete. With a great work ethic, Will learns rapidly. Well respected by his peers, judges, and commanders, he excels at every task. Selected next to be our interim Chief of the Administrative Law Division, he will serve in a Major's position with distinction. Select for career status. Assign next to a Corps or Division, then to the Graduate Course and promote to Major. No doubt about he is one of our best company grade judge advocates.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Trial Counsel or Defense Counsel; Operational Law Attorney; Branch Office OIC