


TO WHOM IT MAY CONCERN:

1. During the month of February 1978, Major Melvin P. Edwards passed a performance report to me on ALC Francisca Ruiz, written by Sgt Joseph Butcher. The Major stated that the report was inconsistent with comments received from Sgt Butcher and his supervisors. He asked me to discuss the performance report with Sgt Butcher since Butcher was new at writing reports.
2. I called Sgt Butcher and we arranged a meeting on the report. In my discussion with Sgt Butcher, I did not discuss the ratings of the overall report, but did discuss "working relations" and his comment that ALC Ruiz worked harmoniously with others. Sgt Butcher agreed that ALC Ruiz had been having difficulty in her relations, in fact, he stated that she did not associate with other power plant personnel unless she had to.
3. Other areas discussed were ALC Ruiz's performance of duty. There was some discussion on the reasons, but Sgt Butcher stated on several occasions that her performance had declined since his November discussion about the same subject with SSgt Wright, our Social Actions NCO.
4. After the discussion, Sgt Butcher rewrote a portion of the report and left my office. His final report reflected the changes, but after re-evaluation he also changed the ratings in two of the areas of personal qualities and the overall evaluation. I am not sure why he did this because I did not have reason to discuss the matter further with him.
5. At no time did I coerce Sgt Butcher, nor did I tell him that he was required to change the report. I merely counselled him on the inconsistency of his verbal statements to myself and the Commander, and his report on ALC Ruiz's performance.

  
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First Sergeant