



DEPARTMENT OF THE NAVY
BOARD FOR CORRECTION OF NAVAL RECORDS
701 S. COURTHOUSE ROAD, SUITE 1001
ARLINGTON, VA 22204-2490

Docket No: 5780-21
Ref: Signature Date

Dear [REDACTED]:

This is in reference to your application for correction of your naval record pursuant to Section 1552 of Title 10, United States Code. After careful and conscientious consideration of relevant portions of your naval record and your application, the Board for Correction of Naval Records (Board) found the evidence submitted insufficient to establish the existence of probable material error or injustice. Consequently, your application has been denied.

The Board determined that your personal appearance, with or without counsel, would not materially add to their understanding of the issues involved. Therefore, the Board determined that a personal appearance was not necessary and considered your case based on the evidence of record.

A three-member panel of the Board, sitting in executive session, considered your application on 1 March 2022. The names and votes of the members of the panel will be furnished upon request. Your allegations of error and injustice were reviewed in accordance with administrative regulations and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your application, together with all material submitted in support thereof, relevant portions of your naval record, and applicable statutes, regulations, and policies. The Board also considered the 13 September 2021 decision by the Marine Corps Performance Evaluation Review Board (PERB) (the PERB Decision), and the 1 April 2021 Advisory Opinion provided to PERB by the Manpower Management Division Records & Performance Branch (MMRP-30) (the AO). The PERB Decision and the AO were provided to you on 13 September 2021 and you were given 30 days in which to submit a response.

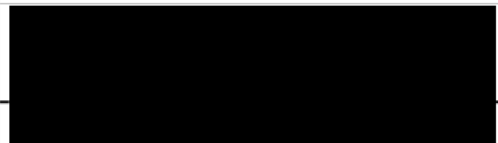
The Board carefully considered your request to remove the adverse fitness report covering the period 1 January 2018 to 20 March 2018. You received an 'A' for Section D.2 'Proficiency' and Section G.2 'Decision Making Ability'. You argue that the report is unjust because there was lack of counsel from your chain of command and lack of documentation to justify the report's adversity. You included with your petition letters of support from Marines and co-workers who were not in your chain of command.

The Board concurred with the AO that there is no Performance Evaluation System Manual requirement to include supporting documentation with a performance-based adverse fitness report. The Board noted that in the Addendum section of the Fitness Report your reviewing officer (RO) stated that you were counseled for multiple hours on four occasions by the reporting senior (RS) and the RO. The Board further noted that the reporting chain provided the required justification for each adverse attribute marking and also properly included amplifying comments in Section I and Section K. In addition, the Board took note of what you wrote in your fitness report statement, "I take full responsibility for my lack of MOS proficiency, critical thinking, and analytical skills". The Board determined that there was insufficient evidence to show error or injustice. Consequently, the Board found that the fitness report is administratively correct and shall remain in your official military personnel file as written.

You are entitled to have the Board reconsider its decision upon submission of new matters, which will require you to complete and submit a new DD Form 149. New matters are those not previously presented to or considered by the Board. In this regard, it is important to keep in mind that a presumption of regularity attaches to all official records. Consequently, when applying for a correction of an official naval record, the burden is on the applicant to demonstrate the existence of probable material error or injustice.

Sincerely,

3/10/2022

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Executive Director

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