



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

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Docket No. 1510-22
Ref: Signature Date

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Dear Petitioner:

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.

A three-member panel of the Board, sitting in executive session, considered your application on 14 April 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, as well as the 15 February 2022 decision by the Marine Corps Performance Evaluation Review Board (PERB) and the 23 August 2021 Advisory Opinion (AO) provided to the PERB by the Manpower Management Division Records and Performance Branch (MMRP-30). The PERB decision and the AO were provided to you on 15 February 2021. Although you were afforded an opportunity to submit a rebuttal, you did not do so.

The Board carefully considered your request to remove the fitness report for the reporting period 7 May 2019 to 18 August 2019 because the Reporting Senior (RS) and Reviewing Officer (RO) comments do not “match” your assigned attributes. Specifically, you contend the RS marked every attribute “C” but physically “wrote/annotated” that your abilities in “complete the mission,” “individual character,” “leadership skills,” and “intellect and wisdom” were written “above approach in the ‘Word Picture’.” Additionally, you contend the RO’s comparative assessment marked you below average “yet the word picture doesn’t match the assessment.”

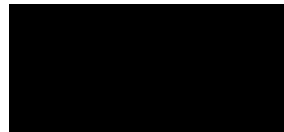
The Board, however, substantially concurred with the AO and the PERB decision that the report is valid as written and filed, in accordance with the applicable Performance Evaluation System (PES) Manual guidance. In this regard, the Board noted you did not provide any evidence, beyond your statement, demonstrating your performance and conduct warranted higher marks than recorded. Further, the Board noted “C” attribute markings do not require justification nor does the

“4” block comparative assessment. Additionally, the reporting officials’ respective narratives were not reflective of an underweighted evaluation. Both the RS and RO comments paint a picture of a Marine who strove diligently but achieved adequate results. The Board thus concluded there is insufficient evidence of an error or injustice warranting your requested relief.

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,

5/12/2022

A large black rectangular redaction box covering the signature of the Executive Director.

Executive Director

A black rectangular redaction box covering the contact information of the Executive Director.