



The Board, however, substantially concurred with the AO that your fitness report is valid. In this regard, the Board noted that your fitness report has adverse marks for the performance traits: teamwork; leadership; professional expertise; military bearing; mission accomplishment and initiative; and tactical performance. The Board also noted your block 41 reporting senior (RS) comments stating, “. . . has stopped progressing in his professional development as a Naval Officer onboard █ and is not able to fulfill his duties as Training officer, a qualified watchstander, or contributor to █ mission of sustain superior performance at sea” and “. . . was afforded every opportunity to succeed onboard █ and was given specific guidance through two Letters of Instruction detailing his challenges as a Training Officer and lack of proper watch stander with specific guidance given to improve himself. He failed to learn from these LOI’s and ceased to be a productive member of our crew and wardroom.” The Board determined that your RS’s comments substantially support the adverse performance trait marks and the basis for your fitness report’s adversity. The Board also determined that the Navy Performance Evaluation System Manual permits your RS to comment on poor performance or significant weaknesses. The Board further determined that the two LOIs are evidence of your chain of commands efforts to assist you and your election not to submit a statement indicates that you understood the adverse basis for your fitness report. As a result, the Board was not persuaded by your arguments and concluded that there is no probable material error, substantive inaccuracy, or injustice warranting correction of the fitness report. Accordingly, given the totality of the circumstances, the Board determined that your request does not merit 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,

7/6/2022

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Executive Director

Signed by: █