



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

█  
Docket No. 3149-22  
Docket No. 3150-22  
Ref: Signature Date

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Dear Petitioner:

This is in reference to your applications 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 applications, 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 applications have been denied.

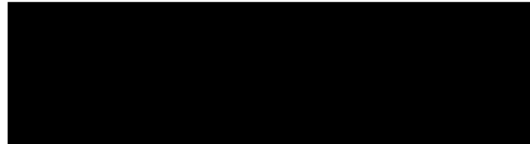
A three-member panel of the Board, sitting in executive session, considered your applications on 16 June 2022. The names and votes of the members of the panel will be furnished upon request. Your allegations of error and injustice were reviewed in accordance with administrative regulations and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your applications, together with all material submitted in support thereof, relevant portions of your naval record and applicable statutes, regulations and policies, as well as the 30 March 2022 and 8 April 2022 decisions by the Marine Corps Performance Evaluation Review Board (PERB) and the 1 February 2022 Advisory Opinions (AO) provided to the PERB by the Manpower Management Division Records and Performance Branch (MMRP-30).

The Board carefully considered your request to modify your fitness reports for the reporting periods 2 April 2019 to 31 December 2019 and 1 January 2020 and 31 August 2020 by removing the following sentence from the Section I comments: "MRO is a capable Marine that requires only routine supervision to complete complex assigned tasks outside the scope of normal duties." If approved, you also requested removal of your failures of selection to the next grade. The Board considered your contention the sentence contains counseling comments and is not germane to the overall evaluation. You further contend the Performance Evaluation System (PES) Manual states that comments identifying minor limitations, shortcomings, occasional lapses, or weakness in an otherwise overall positive performance serve no constructive purpose, foster a zero-defect mentality, are most often counseling comments, and are not germane to the overall evaluation. In support of your contentions, you only submitted a DD Form 149 for each report, along with a copy of the contested fitness report.

The Board, however, substantially concurred with the AOs and the PERB decisions that the reports are valid as written and filed, in accordance with the applicable PES Manual guidance. The Board noted the comment is not adverse but rather the introduction clearly indicates favorable intent and the remainder of the sentence does not appear intent on identifying any weaknesses but rather conveys that you only require the requisite extent of supervision and only in instances where you are assigned to extraordinary tasking. The Board concluded there is insufficient evidence of an error or injustice warranting your requested relief. Therefore, in the absence of sufficient new evidence for reconsideration, the decision of the Board is final.

Sincerely, \_\_\_\_\_

7/1/2022



Deputy Director

Signed by: \_\_\_\_\_