



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

[REDACTED]  
Docket No. 4991-22  
Ref: Signature Date

From: Chairman, Board for Correction of Naval Records  
To: Secretary of the Navy

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED], USN, XXX-XX-[REDACTED]

Ref: (a) Title 10 U.S.C. § 1552  
(b) BUPERSINST 1430.16G  
(c) NAVADMIN 150/20  
(d) NAVADMIN 260/21

Encl: (1) DD Form 149 w/attachments  
(2) Subject's naval record

1. Pursuant to the provisions of reference (a), Subject, hereinafter referred to as Petitioner, filed enclosure (1) with the Board for Correction of Naval Records (Board), requesting that her naval record be corrected to reflect 3.8 Performance Mark Average (PMA) for the September 2020 (Cycle 248) Navy Wide Advancement Exam (NWAE) and one award point for the March 2022 (Cycle 255) NWAE.

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 20 September 2022 and, pursuant to its regulations, determined that the corrective action indicated below should be taken on the available evidence of record. Documentary material considered by the Board consisted of the enclosures, relevant portions of Petitioner's naval record, and applicable statutes, regulations, and policies.

3. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice, found that, before applying to this Board, she exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board made the following findings:

a. In accordance with reference (b), enter points only for awards approved or earned prior to the day of the regularly scheduled NWAE. Awards with only a month/year date are presumed to have an ending date on the last day of the respective month.

b. Reference (c) specified that candidates taking the E-4 NWAE will have their PMA computed using all evaluations in the current pay grade that fell within the 1 January 2020 to 31 August 2020 time period.

c. Per reference (d), E-4 advancement candidates will not participate in an exam, but will be given the opportunity for advancement using an alternative final multiple score (FMS) rank-

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order method, without the inclusion of an exam score from a proctored exam. However, E-4 enlisted advancement worksheets (EAWs) were to be fully completed by 31 March 2022.

d. On 13 July 2020, Petitioner reported to [REDACTED] for duty.

e. Petitioner's Detachment of Individual NAVPERS 1616/26, Evaluation Report & Counseling Record (E1-E6) for period of report 1 September 2019 through 27 June 2020 Promotion Recommendation was a Must Promote.

f. In September 2020, Petitioner participated in Cycle 248 NWAE and passed not advanced with no points; exam profile sheet reflects PMA of 3.60.

g. In March 2021, Petitioner participated in Cycle 251 NWAE and passed not advanced with 1.5 points.

h. In September 2021, Petitioner participated in Cycle 252 NWAE and passed not advanced with 1.5 points.

i. Commander [REDACTED] awarded Petitioner a Flag Letter of Commendation for the period of December 2021 to March 2022.

j. In March 2022, Petitioner participated in Cycle 255 NWAE and passed not advanced with 1.5 points; exam profile sheet reflect zero awards points.

## CONCLUSION

Upon review and consideration of all the evidence of record, the Board finds the existence of an injustice warranting the following corrective action. The Board concluded Petitioner's PMA for Cycle 248 was incorrectly entered as earning a 3.60 vice 3.8 in accordance with the Must Promote evaluation she received during the computation period outlined in reference (b), resulting in not receiving the correct PNA points applied on subsequent NWAE Cycles. Additionally, the Board determined Petitioner should have received one award point for Cycle 255 NWAE based on the change outlined in reference (d), whereby the E-4 examination was cancelled and the EAW was not due until 31 March 2022. Therefore, the Board felt, under these circumstances, relief is warranted.

## RECOMMENDATION

That Petitioner's naval record be corrected, where appropriate, to show that:

Petitioner's Examination Profile Information and Exam Status sheet from the September 2020 (Cycle 248) NWAE is amended to reflect PMA: "48.00/3.80" vice "32.00/3.60"; Final Multiple Score (FMS): "100.09" vice 84.09"; and Final Status: PNA-"1.5" vice "NO" points.

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Petitioner's Examination Profile Information and Exam Status sheet from the March 2021 (Cycle 251) NWAE is amended to reflect the addition of 1.5 PNA points from September 2020 (Cycle 248) NWAE; PNA "3.0" vice "1.5"; and FMS "101.69" vice "100.19." The MMR for advancement to HM3/E-4 for Cycle 251 NWAE was 117.64.

Petitioner's Examination Profile Information and Exam Status sheet from the September 2021 (Cycle 252) NWAE is amended to reflect the addition of 1.5 PNA points from September 2020 (Cycle 248) NWAE; PNA "4.5" vice "3.0"; and FMS "103.29" vice "101.79." The MMR for advancement to HM3/E-4 for Cycle 252 NWAE was 119.31.

Petitioner's Examination Profile Information and Exam Status sheet from the March 2022 (Cycle 255) NWAE is amended to reflect Awards "1.00" vice "0.00"; the addition of 1.5 PNA points from September 2020 (Cycle 248) NWAE; PNA "4.5" vice "3.0"; FMS "104.39" vice "101.89"; and Final Status "Selected" vice "PNA-PTS 0.0/1.5." The MMR for advancement to HM3/E-4 for Cycle 255 NWAE was 104.24. Note: Date of advancement to HM3/E-4 to be determined by Navy Personnel Command.

A copy of this Report of Proceedings will be filed in Petitioner's naval record.

4. It is certified that a quorum was present at the Board's review and deliberations, and that the foregoing is a true and complete record of the Board's proceedings in the above-entitled matter.

5. Pursuant to the delegation of authority set out in Section 6(e) of the revised Procedures of the Board for Correction of Naval Records (32 Code of Federal Regulations, Section 723.6(e)), and having assured compliance with its provisions, it is hereby announced that the foregoing corrective action, taken under the authority of the reference, has been approved by the Board on behalf of the Secretary of the Navy.

10/13/2022

