



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. 498-23
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.

Although your application was not filed in a timely manner, the Board found it in the interest of justice to waive the statute of limitations and consider your case on its merits. A three-member panel of the Board, sitting in executive session, considered your application on 23 February 2023. 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 3 January 2023 decision by the Marine Corps Performance Evaluation Review Board (PERB), and the 4 October 2022 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 3 January 2023. Although you were afforded an opportunity to submit a rebuttal, you chose not to do so.

The Board carefully considered your request to modify your 1 August 2017 to 30 June 2018 Fitness Report by upgrading the following attribute marks in Performance, Proficiency, Initiative, Leading Subordinates, and Developing Subordinates. The Board considered your contention that you received an unfair evaluation due to command issues of which you were unaware. The Board also considered your contention that your Reporting Senior (RS) informed you that the Commanding Officer had a tainted opinion of you for issues he later realized were outside of your control. Further, the Board considered your assertion that the corrections should be made because the Fitness Report gives the wrong assessment and impression of your performance during the observation period. In support of your application, you provided a letter from your RS.

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 that the favorable consideration is not typically received based upon the latency of the request. The Board noted in the RS advocacy letter of 29 September 2022 that the circumstances regarding the undermanned S-1 section were known at report processing and were specifically documented in the Section I comments. Moreover, the Board noted that low relative value is not grounds for relief. The Board thus concluded that your request is lacking in substantial evidence of error or injustice of the fitness report in question. 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,

3/21/2023

