



Performance Evaluation System (PES) Manual. In this regard, the Board determined that the Reporting Senior adhered to PES Manual guidance when issuing you the adverse fitness report for being relieved from your duties for violation of orders and directives governing the Command SACO Program resulting in loss of confidence in your ability to lead the Program. The Board noted that this was concurred with by the Reviewing Officer and adjudicated by the Third Officer Sighter, who was in the best position to appropriately adjudicate the issues you raised, specifically that the adverse nature of the challenged fitness report was based on a totality of circumstances. Furthermore, the Board noted in your rebuttal that you acknowledged your wrongdoing by stating that “observers did not show up and I executed the testing without them in order to accomplish the mission.” The Board thus concluded that your request is lacking in sufficient evidence of probable material error, substantive inaccuracy or injustice warranting corrective action.

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,

10/2/2023

