



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

██████████
Docket No. 6687-23
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO ██████████, USN,
XXX-XX-██████████

Ref: (a) Title 10 U.S.C. § 1552
(b) BUPERSINST 1430.16G
(c) NAVADMIN 312/18
(d) NAVADMIN 104/21

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 his naval record be corrected to reflect performance mark average (PMA) of 84.00 for the September 2021 (Cycle 252) Navy Wide Advancement Exam (NWAE) with retroactive advancement.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 2 November 2023 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, he 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), Commanding Officers and Officers in Charge are authorized to submit exception to policy requests with Command Immediate Superior in Command endorsement within 6 months after the exams limiting date. The September exam limiting date is 30 June of the next year.

b. Reference (c) specifies, individual trait average (ITA) and reporting senior cumulative average (RSCA) will be used to determine RSCA PMA for Sailors competing for advancement for E-6 and E-7. For each evaluation with the PMA computation period, subtract the RSCA value from the ITA value. If the difference is 0.05 or above the RSCA, the additional RSCA calculation points as outlined in the message will be added to the evaluation value to get a RSCA

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evaluation value. Points above RSCA 0.05 to 0.19 receive 0.20 additional RSCA calculation points and points above RSCA 0.80 to 0.94 receive 1.20. Each of the RSCA evaluation values will be added together and divided by the number of evaluations to get the RSCA PMA (rounded to two decimal places). The factor computation for E-6 RSCA PMA is (RSCA PMA * 30) 60. Reference (d) indicated, that candidates taking the E-6 NWAE will have their RSCA PMA computed using all evaluations in the current pay grade that fell within the 1 September 2018 to 31 August 2021 period.

c. On 16 February 2020, Petitioner advanced to IT2/E-5 with time-in-rate (TIR) date of 1 January 2020.

d. Petitioner issued Periodic evaluation for the period of report from 16 June 2019 to 15 March 2020 and received a promotion recommendation of Must Promote/3.8 PMA; ITA/3.86; and RSCA/3.71. RSCA PMA equals 4.00.

e. Petitioner issued Periodic evaluation for the period of report from 16 March 2020 to 15 March 2021 and received a promotion recommendation of Early Promote/4.0 PMA; ITA/4.57; and RSCA/3.69. RSCA PMA equals 5.20.

f. Petitioner issued Detachment evaluation for the period of 16 March 2021 to 14 July 2021 and received a promotion recommendation of Early Promote/4.0 PMA; ITA/4.57; and RSCA/3.69. RSCA PMA equals 5.20.

g. In September 2021, Petitioner participated in Cycle 252 NWAE and passed not advanced. Petitioner's Exam Profile Data sheet indicates PMA/Eval Average 72.00/4.40 and final multiple score (FMS) of 122.27.

h. In September 2022, Petitioner participated in Cycle 256 NWAE and was selected for advancement to IT1/E-6 effective 16 January 2023.

i. On 7 March 2023, Commanding Officer, Air Test and Evaluation Squadron submitted a request for correction of Petitioner's "PMA from 72.00 to 84.00 changing his FMS to 134.27 points."

j. On 1 November 2023, Naval Education Training and Professional Development Center completed a manual calculation of Cycle 252 and determined with an adjusted RSCA PMA of 84.00/4.80, Petitioner's FMS would change to 134.27, exceeding the minimum multiple required (MMR) of 131.36 for advancement to IT1/E-6. Petitioner's effective date of advancement would change to 16 June 2022 with TIR date of 1 January 2022.

CONCLUSION

Upon review and consideration of all the evidence of record, the Board finds the existence of an injustice warranting the following corrective action. In accordance with reference (b), the Board concluded that Petitioner's RSCA PMA was incorrectly calculated, thereby hindering his

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eligibility for advancement to IT1/E-6 from the Cycle 252 NWAE. Therefore, the Board determined under this circumstance, 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 2021 (Cycle 252) NWAE is amended to reflect PMA/Eval Average: "84.00/4.80" vice "72.00/4.40"; FMS "134.27" vice "122.27"; and Final Status: "Selected" vice "PNA-PTS 0.0/1.5." Note: The MMR for advancement to IT1/E-6 was 131.36.

Petitioner advanced to IT1/E-6 effective "16 June 2022" vice "16 January 2023" with a TIR date of "1 January 2022" vice "1 January 2023."

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.

11/14/2023

