



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

██████████  
Docket No. 7268-23  
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO ██████████  
██████████

Ref: (a) Title 10 U.S.C. § 1552  
(b) NAVADMIN 260/21<sup>1</sup>

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 advancement to Hospital Corpsman Third Class (HM3)/E-4 from the March 2022 (Cycle 255) Navy Wide Advancement Examination (NWAE).

2. The Board, consisting of ██████████ reviewed Petitioner's allegations of error and injustice on 19 September 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, she exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board made the following findings:

a. Petitioner advanced to Hospital Corpsman/E-3 on 16 October 2019 and completed the Professional Military Knowledge Eligibility Exam for E-4 on 20 February 2020.

d. Petitioner issued a detachment evaluation for the reporting period of 29 April 2021 to 23 July 2021—not observed and did not provided promotion or retention recommendation.

c. In March 2022, Petitioner participated in Cycle 255 NWAE. Naval Education and Training Professional Development Center (NETPDC) invalidated the exam.

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<sup>1</sup> Reference (b), candidates taking the E-4 Cycle 255 NWAE will have their PMA computed using all evaluations in the current pay grade that fell within the 1 June 2021 to 28 February 2022 period.

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[REDACTED]

- d. In September 2022, Petitioner participated in Cycle 256 NWAE—passed not advanced.
- e. In March 2023, Petitioner participated in Cycle 259 NWAE—exam was invalidated by Petitioner’s command.
- f. On 2 June 2023, Petitioner issued and signed a special evaluation for the reporting period of 24 July 2021 to 28 February 2022. Petitioner received a promotion recommendation of “Early Promote” equating to a 4.0 performance mark average (PMA).
- g. On 2 June 2023, Commander, Navy Medicine Readiness and Training Command submitted an exception to policy (ETP) to NETPDC requesting to correct Petitioner’s PMA for Cycle 255.
- h. On 23 June 2023, Commander, Navy Medicine Readiness and Training Command submitted an ETP to Military Personnel Plans and Policy (N13) requesting to correct Petitioner’s PMA for Cycle 255; Commander, Naval Medical Forces Atlantic favorably endorsed the request on 30 June 2023.
- i. On 14 September 2023, NETPDC completed a manual calculation of Petitioner’s Cycle 255 NWAE with a 4.0 PMA and determined Petitioner’s final multiple score (FMS) would have exceeded the minimum multiple required (MMR) for advancement to HM3/E-4.
- j. On 15 September 2023, OPNAV N132C confirmed the ETP was returned without action and redirected the Command to petition the Board for relief.

## CONCLUSION

Upon review and consideration of all the evidence of record, the Board finds the existence of an injustice warranting the following corrective action. Petitioner was not issued evaluation ending 28 February 2022 in a timely manner and as a result Cycle 255 NWAE was invalidated for not having a PMA. The Board concluded Petitioner’s Cycle 255 NWAE FMS with a 4.0 PMA was 116.34, exceeding the MMR of 104.24, thereby rendering Petitioner eligible for advancement to HM3/E-4 effective 16 December 2022 with a time-in-rate date of 1 July 2022.

## RECOMMENDATION

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

Petitioner’s Examination Profile Information and Exam Status sheet from the March 2022 (Cycle 255) NWAE is modified to reflect PMA/Eval Average: “4.00/64.00” vice “blank”; FMS: “116.34” vice “52.34”; and Final Status: “Selectee” vice “NETPDC INVAL.” Note: MMR for advancement to HM3/E-4 for Cycle 255 was 104.24.

Petitioner advanced to HM3/E4 effective 16 December 2022 with a time-in-rate date of 1 July 2022.

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[REDACTED]

Note: The change to the effective date of advancement to E-4 may also have affected Petitioner's E-5 advancement opportunity. If Petitioner was eligible for, but did not take the E-5 NWAE because the above change had not occurred, the following procedures will apply to remediate that missed opportunity. Petitioner should take the next available E-5 NWAE. Upon passing the examination, Petitioner should submit an ETP to OPNAV N132 in accordance with BUPERINST 1430.16G. If all requirements are met for a missed exam and OPNAV N132 disapproves an ETP, Petitioner may reapply to this Board for consideration of advancement to E-5 retroactive to the date Petitioner would have advanced on the "missed" examination cycle. Petitioner must submit a DD Form 149, with at least a copy of worksheet for the missed cycle, command endorsement/recommendation, disapproved ETP and a copy of this letter. The Board will then determine whether the request for retroactive advancement will be approved.

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.

9/26/2023

[REDACTED]