



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

[REDACTED]
Docket No. 5099-24
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 312/18
(d) NAVADMIN 135/22

Encl: (1) DD Form 149 w/attachments
(2) Advisory Opinion by NPC (PERS-8031), 20 May 24
(3) 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 establish earlier advancement to Sonar Technician-Surface First Class (STG1)/E-6 from the September 2022 (Cycle 256) Navy Wide Advancement Examination (NWAE).

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 24 October 2024 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 (ETP) 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 performance mark average (PMA) for Sailors competing for advancement for E-6 and E-7. For each evaluation with the PMA computation

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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 evaluation value. 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 NWAEE will have their RSCA PMA computed using all evaluations in the current pay grade that fell within the 1 September 2019 to 31 August 2022 period.

- c. In 2013, Petitioner earned a Bachelor of Arts Degree from [REDACTED].
- d. On 16 June 2018, Petitioner advanced to STG2/E-5.
- e. On 29 April 2020, Petitioner completed Professional Military Knowledge Eligibility Exam for E-6.
- f. Petitioner issued Detachment evaluation for the period of 16 March 2022 to 21 July 2022 and received Early Promote promotion recommendation. RSCA: 3.63.
- g. On 29 August 2022, Education Service Officer (ESO) signed Petitioner's NETPDC 1430/3, Advancement in Rate or Change of Rating (Worksheet) with RSCA PMA of 4.05.
- h. In September 2022, Petitioner participated in Cycle 256 NWAEE and passed not advanced. Petitioner's Exam Profile Data reflects PMA/Eval Average: 61.50 (4.05); Final Multiple Score (FMS): 133.21; Minimum Multiple Required (MMR): 133.89; and Status: PNA-PTS 1.5/0.0.
- i. On 1 November 2022, Petitioner's Navy Standard Integrated Personnel System Electronic Service Record reflect evaluation for the period of 16 March 2022 to 21 July 2022 has a corrected Reporting Senior Cumulative Average of 350.
- j. On 1 December 2022, [REDACTED] requested Naval Education Training and Professional Development Center (NETPDC) correct Petitioner's Cycle 256 PMA/Eval Average from 61.50 (4.05) to 63.00 (4.10). However, NETPDC did not received requested documents from Command due to gapped ESO billet.
- k. In March 2023, Petitioner participated in Cycle 259 NWAEE and was selected for advancement to STG1/E-6. Petitioner's Exam Profile Data reflects PMA/Eval Average: 63.00 (4.10); FMS: 135.18; MMR: 133.46; and Final Status: Advance 16 December 2023.
- l. On 12 December 2023, [REDACTED] requested an ETP from Director, Military Personnel Plans and Policy (N13) to correct Petitioner's Cycle 256 RSCA PMA to 4.10 and retroactive advancement to STG1/E-6.
- m. On 16 December 2023, Petitioner advanced to STG1/E-6 with a time-in-rate (TIR) date of 1 July 2023.

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n. On 1 March 2024, Commander, [REDACTED], favorably endorsed [REDACTED] ETP.

o. In the advisory opinion, attached as enclosure (2), the office having cognizance over the subject matter addressed in Petitioner's application has commented to the effect that the request has no merit and warrants unfavorable action unless Petitioner resubmits all evaluations within the timeframe mentioned in reference (d).

p. On 22 October 2024, NETPDC completed a manual calculation of Cycle 256 and determined with an adjusted RSCA PMA/Eval Average of 63.00 (4.10), Petitioner's FMS would change to 134.71, exceeding the MMR of 133.89 for advancement to STG1/E-6. Petitioner's effective date of advancement would change to 16 June 2023 with TIR date of 1 January 2023. NETPDC advised "Per OMPF [official military personnel file] and corrected RSCA PMA CALCULATOR, (XO [Executive Officer]) RSCA-3.50 – which results in a larger "DELTA" leading to a higher CY256 RSCA PMA-4.10 value."

CONCLUSION

Upon review and consideration of all the evidence of record, and especially in light of the Petitioner providing required documents as requested in enclosure (2), the Board finds the existence of an error warranting the following corrective action. The Board concluded correction of the RSCA from 3.63 to 3.50 for the evaluation period of 15 March 2022 to 21 July 2022 resulted in the change in RSCA PMA for Cycle 256 from 4.05 to 4.10. Therefore, the Board determined that 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 2022 (Cycle 256) NWAE is amended to reflect PMA/Eval Average: "63.00 (4.10)" vice "61.50 (4.05);" FMS "134.71" vice "133.21;" and Final Status: "SELECTEE" vice "PNA-PTS 1.50/0.0." Note: The MMR for advancement to STG1/E-6 was 133.89.

Petitioner advanced to STG1/E-6 effective "16 June 2023" vice "16 December 2023" with a TIR date of "1 January 2023" vice "1 July 2023."

Note: The Defense Finance and Accounting Service will complete an audit of Petitioner's pay records to determine amounts due, if any.

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 titled matter.

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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.

11/18/2024

[REDACTED]

Deputy Director

Signed by: [REDACTED]