



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

█
Docket No. 6526-24
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD OF █, USNR,
█

Ref: (a) 10 U.S.C. § 1552
(b) BUPERSINST 1610.10E

Encl: (1) DD Form 149 w/enclosures
(2) Fitness Report & Counseling Record for the reporting period 21 November 2020 to 31 January 2021
(3) OIC, █ 1610 Letter, subj: Evaluation Report Administrative Change, 12 October 2023
(4) NPC (PERS 32) 1610 PERS-32 Memo, subj: [Petitioner], 25 June 2024

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 modification of enclosure (2), the Fitness Report & Counseling Record (FITREP) for the reporting period 21 November 2020 to 31 January 2021. Specifically, she requested block 42 be modified to reflect “Early Promote.”

2. The Board, consisting of █, █, and █, reviewed Petitioner’s allegations of error and injustice on 8 August 2024 and, pursuant to its regulations, determined 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 records, 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 as follows:

a. Before applying to this Board, Petitioner exhausted all administrative remedies available under existing law and regulation within the Department of the Navy.

b. The contested Periodic/Regular FITREP at enclosure (2) reflected Petitioner’s return from the Individual Ready Reserve. The Reporting Senior (RS) commented that she was “motivated,” “hit the ground running,” “worked aggressively to complete the command’s Indoctrination, GMTs, and all administrative and drill requirements,” and should be detailed to “the most challenging billets.” In block 42, the RS indicated his promotion recommendation as “promotable.” Block 46 indicated a certified copy was provided to Petitioner. See enclosure (2).

Subj: REVIEW OF NAVAL RECORD OF [REDACTED], USNR,
[REDACTED]

c. In an email to Petitioner on 12 October 2023, Officer in Charge (OIC), [REDACTED], indicates he thought, at the time, that he was “following the guidelines,” but his recent review of reference (b) made him realize he could have rated her as an “Early Promote” or “Must Promote.” On the same day, the OIC submitted enclosure (3) requesting Commander, Navy Personnel Command (PERS 32), change the promotion recommendation to indicate “Early Promote” in order to “[c]orrect administrative errors in original report.”

d. Petitioner contends the contested FITREP should be modified to reflect she was “Early Promote” because the OIC’s admitted administrative error resulted in an inadvertent derogatory performance evaluation, which did not accurately reflect her contributions to the unit. See enclosure (1).

e. By memorandum of 25 June 2024, PERS-32 issued an advisory opinion (AO) noting the Letter-Supplement of 12 October 2023 had been rejected because the RS had not submitted it within two years of the ending date of the FITREP. The AO indicated PERS-32 had no objection to accepting a Letter-Supplement signed and submitted by the original RS if this Board directed that action. See enclosure (4).

CONCLUSION

Upon review and consideration of all the evidence of record, the Board finds the existence of an error and injustice warranting relief. The Board, relying on enclosure (3), concluded the RS made an administrative error and desired Petitioner’s promotion recommendation in block 42 to indicate “Early Promote.” The Board, noting a Letter-Supplement would not change the information on Petitioner’s performance summary record, determined an exception to policy was warranted which would allow the FITREP at enclosure (2) to be modified to reflect Petitioner’s promotion recommendation as “Early Promote” vice submission of a Letter-Supplement to the record.

RECOMMENDATION

In view of the above, the Board recommends the following corrective action.

Petitioner’s naval record be corrected by modifying enclosure (2), the Periodic FITREP for the reporting period 21 November 2020 to 31 January 2021, to reflect Petitioner’s promotion recommendation in block 42 as “Early Promote” vice “Promotable” and block 43 to reflect a “0” under “Promotable” and a “1” under “Early Promote.”

Any material or entries inconsistent with or relating to the Board's recommendation be corrected, removed or completely expunged from Petitioner’s record and that no such entries or material be added to the record in the future.

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.

Subj: REVIEW OF NAVAL RECORD OF [REDACTED], USNR,
[REDACTED]

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 Regulation, 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 reference (a), has been approved by the Board on behalf of the Secretary of the Navy.

8/26/2024

