



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

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Docket No. 7664-24
Ref: Signature Date

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Dear Petitioner:

This is in reference to your application for correction of your naval record pursuant to Section 1552 of Title 10, United States Code. After careful and conscientious consideration of relevant portions of your naval record and your application, the Board for Correction of Naval Records (Board) found the evidence submitted insufficient to establish the existence of probable material error or injustice. Consequently, your application has been denied.

A three-member panel of the Board, sitting in executive session, considered your application on 8 August 2024. The names and votes of the members of the panel will be furnished upon request. Your allegations of error and injustice were reviewed in accordance with administrative regulations and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your application, together with all material submitted in support thereof, relevant portions of your naval record and applicable statutes, regulations and policies.

The Board carefully considered your request to remove the adverse change of duty (CD) fitness report (FITREP) for the reporting period 1 January 2022 to 5 April 2022. Additionally, you requested removal of your Relief for Cause (RFC) and issuance of the recruiting duty ribbon. In your request for relief, you contend you were unjustly relieved and issued an adverse FITREP with less than four months of recruiting duty remaining, causing you to depart without receiving your recruiting ribbon. You explain that “[d]ue to the pandemic, local regulations and school policy did not allow recruiters to conduct any activities in the school nor were we able to canvass in a normal environment.” Further, you contend that, after COVID, when you had “already started making improvement,” your transfer to another section affected your production. Additionally, you contend the RFC was unjust because it was “evident in [your] recruiter production report that [you were] performing above the standards required of a recruiter and often above the expectations of a recruiter.” In detail, you explain how the command “failed to keep their promise,” causing you to be one contract short at the end of your probationary period and ultimately resulting in your RFC due to unsatisfactory performance.

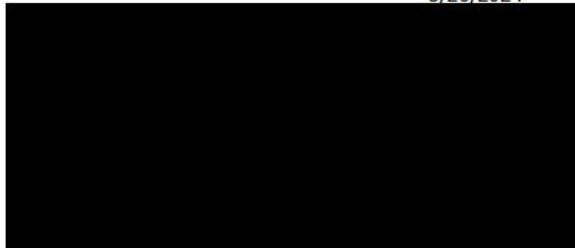
In addition to the adverse FITREP, the Board noted your record contains two Administrative Remark (Page 11) entries dated 2 April 2021¹ and 12 January 2022. On 2 April 2021, you were counseled after your performance did not improve during your 30 days of probation and after you concurrently failed to meet your prospecting or contracting objectives. In rebuttal, you submitted a statement explaining “your case” and expressing your desire to “keep making a greater effort to comply with [your] job requirements.” The 12 January 2022 Page 11 reflects termination of your special duty assignment pay due to your RFC and removal from production as a recruiter. In response, you submitted a detailed rebuttal statement explaining your circumstances and requesting to remain on recruiting duty.

The Board also noted your record does not contain a RFC package nor did you submit one. However, the Third Officer Sighter, in his statement for the CD FITREP, states your RFC was approved by Commanding General (CG), Marine Corps Recruit Depot/Western Recruiting Region after the CG’s full consideration of your rebuttal. The Board noted your current contentions are substantially the same as those submitted in rebuttal to your Page 11 entries and your FITREP statement and appear to be the same as those submitted in rebuttal to the RFC package based on the reporting officials’ FITREP comments. The Board, after full consideration of your record, determined there was insufficient evidence of a material error or injustice in your RFC and the resulting adverse FITREP. Additionally, having determined your RFC was not in error or unjust, the Board noted SECNAVINST M1650.1 states recruiters who are “fault transferred (relieved for cause)” will not be awarded the Marine Corps Recruiting Ribbon and concluded the ribbon was appropriately withheld. Accordingly, given the totality of the circumstances, the Board determined that your request does not merit relief.

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,

8/26/2024



¹ The Page 11 also indicates you were counseled on 8 February 2021 and 13 March 2021