



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. 7977-24
Ref: Signature Date

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Dear █:

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 15 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, as well as the 3 July 2024 decision by the Marine Corps Performance Evaluation Review Board (PERB) and the 11 April 2024 Advisory Opinion (AO) provided to the PERB by the Headquarters Marine Corps Performance Evaluation Section (MMPB-23).

The Board carefully considered your request to remove the Change of Reporting Senior (CH) fitness report for the reporting period 27 November 2021 to 30 April 2022 because you were unjustly graded as a logistics staff noncommissioned officer (SNCO) despite being an 0111 in the 04XX billet with “zero knowledge and training.” Additionally, you contend the █ states units will provide “subject matter expertise of supporting agency regulations, operating procedures, and logistic support capabilities...” Further, you imply that you were further disadvantaged because you replaced a Master Sergeant who possessed extensive knowledge that you did not possess. Lastly, you contend the Board should compare “pre-and-post period performance reports” that serve as a “comprehensive benchmark” because this approach “fosters a favorable impression and lends credence to [your] claim of consistently exceeding expectations” especially in light of your selection as 0111 SNCO of the Year in 2022.

The Board, however, substantially concurred with the AO and PERB decision the report is valid as written and filed, in accordance with the applicable Performance Evaluation System Manual guidance. Specifically, the Board substantially concurred with the AO which notes a fitness report evaluates one's performance during the reporting period and not military occupational specialty. Additionally, the Board noted that you did not specify marks or comments that reflected inaccuracies or errors, thus the Board concluded there is insufficient evidence of an error or injustice warranting removal of the contested fitness report.

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,

9/4/2024

