



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

██████████  
Docket No. 11956-24  
Ref: Signature Date

██████████  
██████████  
██████████  
  
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 4 March 2025. 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 1 October 2024 decision furnished by the Marine Corps Performance Evaluation Review Board (PERB), and 5 August 2024 advisory opinion (AO) provided to the PERB by the Manpower Management Division Records and Performance Branch. The AO was provided to you on 1 October 2024, and you were given 30 days in which to submit a response. Although you were afforded an opportunity to submit a rebuttal, you did not do so.

The Board carefully considered your request to remove the fitness report for the reporting period 17 February 2023 to 30 September 2023. The Board considered your contention that you unjustly received a below average report; specifically, you claim your marks were inaccurate as your Section I and K comments were positive. You further argue the Reviewing Officer improperly gave you a “room to grow FITREP” and the Reporting Senior (RS) could not effectively observe your performance as the RS was assigned to multiple work centers and was not able to provide daily tasking and supervision.

The Board however, substantially concurred with the PERB’s decision that you did not meet the burden of proof nor show by preponderance of evidence a substantive inaccuracy or injustice warranting removal of your fitness report. The Board noted the Marine Corps Performance Evaluation System Manual does not require the RS and the Marine Reported On to be co-located. In addition, the Board found no evidence that your performance and conduct warranted

higher marks than you received, and you provided none. Finally, the Board noted, you did not receive a below average report; the report's cumulative relative value is 88.82, in the middle third of reports. The Board thus concluded there is no probable material error, substantive inaccuracy, or injustice warranting corrective action. 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,

3/13/2025

