



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

Docket No. [REDACTED]  
964-25

Ref: Signature Date

[REDACTED]  
[REDACTED]  
[REDACTED]

Dear [REDACTED],

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 April 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 14 January 2025 decisions furnished by the Marine Corps Performance Evaluation Review Board (PERB), and 28 December 2024 advisory opinions (AO) provided to the PERB by the Manpower Management Division Records and Performance Branch, and your rebuttal dated 31 March 2025.

You request the Board to remove two fitness reports from your record, one covering the period 2 July 2022 to 30 April 2023 and the second, a subsequent extended report, covering the period 1 May to 7 July 2023. You contend the first fitness report was unjust because it was misused as a counseling tool with respect to the Defense Organizational Climate Survey (DEOCS). In addition, you contend the reporting chain was improperly altered and that comments in Sections I and K of the report were similar from previous fitness reports and thus failed to provide an accurate assessment of your performance.

The Board noted the report was not adverse and did not imply substandard performance. Moreover, the Board concurred with the AO that the Performance Evaluation System (PES) Manual does not require the reporting chain to align with the formal chain of command and thus there was no error with regards to the reporting relationship. In addition, the Board noted that it was reasonable for comments on the same duties and accomplishments to be similar and did not find that the similar language made the report invalid. Finally, the Board concurred with the

PERB that the report does not mention DEOCS results, and there is no evidence that the report was being used as a counseling tool regarding the survey results.

The Board thus concluded there was insufficient evidence to show an unfair evaluation or that the marks received were unwarranted. With respect to the 1 May to 7 July 2023 evaluation, the Board concurred with the PERB that as the fitness report was extended it did not offer any new assessment, was based on less than 90 days of observation and remained unchanged from the previous evaluation. In this connection, the Board substantially concurred with the comments contained in the aforementioned AOs and determined the fitness reports were valid and shall remain in your official military personnel file.

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,

4/26/2025

[REDACTED]