



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

[REDACTED]
[REDACTED]
Docket No. 1009-25
Ref: Signature Date

[REDACTED]
[REDACTED]
[REDACTED]

Dear [REDACTED] [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 11 June 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 November 2024 decisions furnished by the Marine Corps Performance Evaluation Review Board (PERB), and 4 September 2024 advisory opinions (AO) provided to the PERB by the Manpower Management Division Records and Performance Branch. The AO was provided to you on 14 November 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 your fitness reports for the reporting periods 4 January 2018 to 26 February 2018 and 27 February 2018 to 31 December 2018. The Board noted that you attended and did not pass the Infantry Unit Leaders Course (IULC). The Board considered your contention that your future completion of the course warrants reconsideration and potential removal of your fitness reports. You also contend that your Reporting Senior (RS) suggested an alternative career path in the subsequent fitness report.

The Board, however, substantially concurred with the PERB decision that you did not demonstrate probable material error, substantive inaccuracy, or injustice warranting removal of your fitness reports. The Board determined that your fitness report ending 26 February 2018 is valid as written and filed in accordance with the applicable Marine Corps Performance Evaluation System (PES) Manual. In this regard, the Board noted that your 4 January 2018 to 26

February 2018 fitness report was rendered adverse due to your academic disenrollment from the IULC after failing multiple evaluations. The Board determined that documenting your academic failure in an adverse fitness report was required. According to the PES Manual, "comments identifying academic failure in an MOS career progression school" renders a fitness report adverse. The Board also determined that your future completion of the IULC does not negate the original academic failure.

The Board determined that your 27 February 2018 to 31 December 2018 fitness report is valid as modified. The Board noted that the PERB approved a correction to your record by removing the Section I statement, "or to become a career planner." The Board also noted that your fitness report is not adverse and contains no statements regarding your academic failure at the IULC. Absent the Section I statement recommending that you become a career planner, the Board determined the balance of your fitness report is valid. The PES Manual authorizes reporting officials to include recommendations for specific billets or opportunities, therefore, your RS's recommendation for a special duty assignment is appropriate. The Board thus concluded there is no probable material error, substantive inaccuracy, or injustice warranting additional 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,

6/18/2025

[REDACTED]