



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

██████
Docket No. 1234-25
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 9 July 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. In addition, the Board considered the 17 January 2025 decision furnished by the Marine Corps Performance Evaluation Review Board (PERB) and the 31 December 2024 advisory opinion (AO) provided to the PERB by the Manpower Management Division Records and Performance Branch. The AO was provided to you on 17 January 2025. Although you were afforded an opportunity to submit a rebuttal, you chose not to do so.

The Board carefully considered your request to remove your fitness report for the reporting period 6 January 2024 to 30 June 2024. The Board considered your contention that the Reporting Senior (RS) Section I comment is unjust and speaks to your performance needing to be graded at a higher caliber but that the report was graded lower to build a profile. Specifically, the statement, "I am in the process of building an RS profile for this grade. I expect . . . to fall higher in my relative average than where he ranks at this time. Weigh marks accordingly." You also contend the RS included misleading laudatory comments.

The Board, however, substantially concurred with the PERB's decision that you did not demonstrate probable material error, substantive inaccuracy, or injustice warranting removal of your fitness report. The Board determined that your fitness report is valid as written and filed in accordance with the applicable Marine Corps Performance Evaluation System (PES) Manual. In this regard, the Board noted the contested RS statement and considered, according to the PES

Manual, mandatory comments give the Commandant of the Marine Corps a more complete picture of the Marine's professional character, performance, and potential and should also address any conflicts within the fitness report, or the RS's profile, that are not immediately apparent to a board member. In your case, the Board determined that the RS's statement was intended to clarify his limited profile and the effect that it had on your relative value. RS profiles are dynamic and develop over time; therefore, your RS's statement regarding an expected increase is not unjust or in error. The Board found the RS's comments favorable and determined that they are not overly laudatory or misleading. Moreover, the PES Manual does not provide a scale to match Section I comments with attribute marks or relative values. 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,

7/28/2025

