



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. 1287-25
Docket No. 1288-25
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 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 applications, together with all material submitted in support thereof, relevant portions of your naval record, and applicable statutes, regulations, and policies, as well as the 17 January 2025 decisions furnished by the Marine Corps Performance Evaluation Review Board (PERB), and the 2 October 2024 advisory opinions (AOs) provided to the PERB by the Manpower Management Division Records and Performance Branch. The AOs were provided to you on 17 January 2025, 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 modify your fitness reports for the reporting periods 6 February 2021 to 31 December 2021 and 1 January 2022 to 1 September 2022 by increasing various attribute marks. The Board considered your contention that the Reporting Senior (RS) acknowledged the wrong letter grades were used on the fitness reports, making them erroneous.

The Board, however, substantially concurred with the PERB's decisions that you did not demonstrate probable material error, substantive inaccuracy, or injustice warranting modification of your fitness reports. The Board determined that your fitness reports are valid as written and filed in accordance with the applicable Marine Corps Performance Evaluation System (PES) Manual. The Board noted the RS's request to increase your attribute marks and statement that the attributes were incorrect. The Board found the RS's justification insufficient to warrant

corrective action. In this regard, the RS failed to explain why or how the original marks were assigned in error. According to the PES Manual, a substantive correction or revised assessment of a Marine's conduct or performance may be approved when it is based upon facts about the Marine that were unknown when the original report was prepared. The Board found no evidence of any facts that were unknown to the RS when he originally prepared your fitness report.

The Board also noted that the requested change to your fitness report ending 31 December 2021 would increase your fitness report average from 3.62 to 3.85. This change would displace 16 of the 17 Marines in the RS's profile. The change to your fitness report ending 1 September 2022 would increase your fitness report average from 3.77 to 3.92. This change would have a negative impact on all the Marines in the RS's profile. The Board determined that the negative impact on the Marines in the RS's profile outweighs the RS's desire to increase the competitiveness of your fitness reports. The Board thus concluded that 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,

7/24/2025

