



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. 1717-25
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 10 September 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 11 February 2025 decision furnished by the Marine Corps Performance Evaluation Review Board (PERB) and 10 January 2025 advisory opinion (AO) provided to the PERB by the Manpower Management Performance Branch (MMPB-23). The AO was provided to you and you were given 30 days in which to submit a response. 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 1 June 2021 to 25 June 2022. The Board considered your contentions that the fitness report is a velvet dagger, the Section I comments, while glowing, contradict the performance markings, making the report score well below the Reporting Senior (RS) average. You also contend the RS deviated from the standard reporting relationship when informing your Officer-in-Charge (OIC), less than one month prior to the end of the reporting period, that he would write the report despite the OIC's expectations to write the report per the typical reporting chain arrangement. You claim the RS provided no initial counseling or expectations, afforded you no time to correct any potential performance shortcomings, and did not inform you that you would be marked below the RS report average.

The Board, however, 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. The Board noted the correspondence provided by your RS; the Board, however, found the basis for his request insufficient to invalidate your fitness report. The RS did not provide any new or material information that was unknown to him at the time he processed your fitness report. Dissatisfaction with the relative value of a report does not constitute a basis for a substantive change. The Board also found no error in the modification of your reporting chain. The Board noted that the RS was within your chain of command and authored your personal award indicating that he/she had had sufficient observation of your performance and conduct to observe your report.

Concerning the purported lack of counseling and expectations, the Board further concurred with the AO that counseling takes many forms and found no evidence that the lack of counsel interfered with your ability to perform your duties to the RS's expectations. The Board noted that the RS and RO portions of the report appear favorable, well-informed, and contain no evidence of a "velvet dagger." Moreover, the PES Manual does not provide a matrix to align Section I comments with performance markings, relative values, or personal awards. 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,

9/30/2025

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Executive Director

Signed by: █