



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. 1729-25
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 3 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 █ decision by the Marine Corps Performance Evaluation Review Board (PERB) and the █ Advisory Opinion (AO) provided to the PERB by the Headquarters Marine Corps Performance Evaluation Section (MMPB-23). Although you were afforded an opportunity to submit a rebuttal, you chose not to do so.

The Board carefully considered your request to remove the fitness report for the reporting period 21 April 2022 to 30 September 2022 because you “received lower percentages at processing and cumulative.” Specifically, you contend the Reporting Senior (RS) was either incorrectly reporting marks to the Reviewing Officer (RO) at the time or the RS was mismanaging her sergeant profile and did not understand that her marks create percentages which are “directly tied to promotion.” Additionally, you contend you were not counseled, formally or informally, throughout your three years at the command. Further, because you were being recommended for promotion on each fitness report, you “assumed [your] best interest was being monitored” because the “image of the marks [you] received, show a Marine who [was] doing a solid job.” You also explain you were marked in the 95th percentile within a competitive profile of 80 sergeants on your first annual fitness report while on your special duty assignment and received an impact award upon completion of fiscal year 2024 for Rookie Recruiter of the Year. Lastly, in support of your contention the RS mismanaged her profile, you submitted an email from your

current RS with his assessment of the contested report and a text from the RS of the contested report stating she stands by her marks.

The Board, however, determined the fitness report was valid as written and filed, in accordance with the applicable Performance Evaluation System Manual guidance. The Board, concurring with the AO, determined your arguments for relief lack merit. Specifically, a fitness report is not considered in error or unjust solely due to a lower relative value or comparative assessment marking compared to other reports nor is the perceived competitiveness a basis for modification or removal. Additionally, the Board noted your current RS's assessment but determined the subjective assessment does not render the contested report invalid. Lastly, the RS's markings and Section I comments do not indicate substandard performance nor is there any overt evidence to suggest she intended the average comments to reflect adversely or negatively on you. Based on the available evidence, the Board concluded there is insufficient evidence of an error or injustice warranting removal or modification of the fitness report. 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,

9/12/2025

