



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. 1949-25
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 11 February 2025 decision furnished by the Marine Corps Performance Evaluation Review Board (PERB) and 14 January 2025 advisory opinion (AO) provided to the PERB by the Manpower Management Division Records and Performance Branch. 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 9 August 2023 to 31 May 2024. The Board considered your contention that you were not provided with clear expectations despite proactively seeking guidance and feedback from your Reporting Senior (RS). You also contend the RS evaluated you through a critical lens and held you to a higher standard than your peers. Although you earned an advanced logistics military occupational specialty, the RS marked Professional Military Education significantly lower than your peers. You claim that your billet changed twice during the reporting period due to the RS's dynamic re-tasking, yet no updated billet descriptions were provided to reflect your new duties, responsibilities, or expectations. Furthermore, several attributes were marked below average based on the RS's relative value. These below-average markings are unjustified, especially given the positive Section I comments. You also claim that you were eligible for the Fiscal Year 2026 Lieutenant Colonel promotion selection board (PSB) but the RS chose to continue the reporting period rather than conclude it in accordance with MARADMIN 634/23.

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 found your contentions regarding a lack of counseling unsupported by sufficient evidence. The Board noted the RS correspondence, titled "Billet Description Counseling: DMO Section OIC" and your acknowledgment that you read, understood, and would comply with the billet description. The Board also noted that the billet description counseling aligns with Section B of the contested fitness report and Section I appears well informed while noting your participation in two exercises. The Board found no evidence that you were held to a higher standard than your peers or that your performance and conduct warranted higher marks than you received. Additionally, your dissatisfaction with the fitness report's relative value is not a basis to remove your fitness report. Concerning the end date of your fitness report, the Board found no error. According to the AO, you would have been in the below-zone category for the FY 2026 Lieutenant Colonel PSB; therefore, the end date of the fitness report did not violate MARADMIN 634/23. 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,

9/22/2025

