



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

██████████
Docket No. 2303-25
Ref: Signature Date

From: Chairman, Board for Correction of Naval Records
To: Secretary of the Navy

Subj: REVIEW OF NAVAL RECORD ICO ██████████, USN,
██████████

Ref: (a) Title 10 U.S.C. § 1552
(b) BUPERSINST 1430.16G
(c) NAVADMIN 312/18
(d) NAVADMIN 135/22

Encl: (1) DD Form 149 w/attachments
(2) Subject's naval record

1. Pursuant to the provisions of reference (a), Subject, hereinafter referred to as Petitioner, filed enclosure (1) with the Board for Correction of Naval Records (Board), requesting that his naval record be corrected establish retroactive advancement to Operations Specialist First Class (OS1)/E-6 from the September 2022 (Cycle 256) Navy Wide Advancement Examination (NWAE) after correction of reporting senior cumulative average (RSCA) performance mark average (PMA) and awards points.

2. The Board, consisting of ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 19 August 2025 and pursuant to its regulations, determined that the corrective action indicated below should be taken on the available evidence of record. Documentary material considered by the Board consisted of the enclosures, relevant portions of Petitioner's naval record, and applicable statutes, regulations, and policies.

3. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice, found that, before applying to this Board, he exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board made the following findings:

a. In accordance with reference (b), Commanding Officers and Officers in Charge are authorized to submit exception to policy requests with Command Immediate Superior in Command endorsement within 6 months after the exams limiting date. The September exam limiting date is 30 June of the next year. Additionally, points are only given for awards approved or earned prior to the day of the regularly scheduled NWAE. Navy and Marine Corps Achievement Medals are worth 2 points per award and a maximum of 12 awards points is authorized for E-6 candidates.

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b. Reference (c) specifies individual trait average (ITA) and RSCA will be used to determine RSCA PMA for Sailors competing for advancement for E-6. For each evaluation with the PMA computation period, subtract the RSCA value from the ITA value. If the difference is 0.05 or above the RSCA, the additional RSCA calculation points as outlined in the message will be added to the evaluation value to get a RSCA evaluation value. Each of the RSCA evaluation values will be added together and divided by the number of evaluations to get the RSCA PMA (rounded to two decimal places).

c. Reference (d) indicated candidates taking the E-6 NWAE will have their RSCA PMA computed using all evaluations in the current pay grade that fell within the 1 September 2019 to 231 August 2022 period.

d. Petitioner issued Periodic evaluation for period of report from 16 June 2019 to 15 March 2020 and received a promotion recommendation of Must Promote/3.8 PMA; RSCA/3.61.

e. On 16 March 2020, Petitioner advanced to OS2/E-5 with a time-in- rate (TIR) date of 1 January 2020.

f. Petitioner issued Periodic evaluation for period of report from 16 March 2020 to 15 March 2021 and received a promotion recommendation of Must Promote/3.8 PMA; RSCA/3.67.

g. Petitioner issued Periodic evaluation for period of report from 16 March 2021 to 15 March 2022 and received a promotion recommendation of Early Promote/4.0 PMA; RSCA/3.44.

h. Petitioner awarded Navy and Marine Corps Achievement Medal (N&MCAM) for period of 1 January 2018 to 15 May 2022.

i. Petitioner awarded N&MCAM for period of 1 January 2018 to 11 July 2022.

j. Petitioner issued Periodic evaluation for period of report from 16 March 2022 to 11 July 2022 and received a promotion recommendation of Early Promote/4.0 PMA; RSCA/3.45.

k. In September 2022, Petitioner participated in Cycle 256 NWAE and passed not advanced. Petitioner's Exam Profile Data sheet indicates PMA/Eval Average 66.00/4.20; zero awards points and final multiple score (FMS) of 126.12.

l. In March 2023, Petitioner participated in Cycle 259 NWAE and selected for advancement to OS1/E-6.

m. On 16 December 2023, Petitioner advanced to OS1/E-6.

n. On 18 August 2025, Naval Education Training and Professional Development Center completed a manual calculation of Cycle 256 and determined with an adjusted RSCA PMA of 4.60 and four awards points, Petitioner's FMS would change to 142.12 exceeding the minimum multiple required (MMR) of 139.53 for advancement to OS1/E-6. Petitioner's effective date of advancement would be 16 June 2023.

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[REDACTED]

CONCLUSION

Upon review and consideration of all the evidence of record, the Board finds the existence of an injustice warranting the following corrective action. In accordance with reference (c), the Board concluded that Petitioner's RSCA PMA was incorrectly calculated, and he did not receive points for all his awards, thereby hindering his eligibility for advancement to OS1/E-6 from Cycle 256 NWAE. Therefore, the Board determined that under these circumstances, relief is warranted.

RECOMMENDATION

That Petitioner's naval record be corrected, where appropriate, to show that:

Petitioner's Examination Profile Information and Exam Status sheet from the September 2022 (Cycle 256) NWAE is modified to reflect PMA 78.00 (4.60) vice 66.00 (4.20); Awards 4 vice 0; FMS 142.12 vice 126.12; Final Status: Selectee. Note: The MMR for advancement to OS1/E-6 was 139.53.

Petitioner advanced to OS1/E-6 effective 16 June 2023 vice 16 December 2023 with a TIR date of 1 January 2023 vice 1 July 2023.

A copy of this report of proceedings will be filed in Petitioner's naval record.

4. It is certified that a quorum was present at the Board's review and deliberations, and that the foregoing is a true and complete record of the Board's proceedings in the above titled matter.

5. Pursuant to the delegation of authority set out in Section 6(e) of the revised Procedures of the Board for Correction of Naval Records (32 Code of Federal Regulations, Section 723.6(e)), and having assured compliance with its provisions, it is hereby announced that the foregoing corrective action, taken under the authority of the reference, has been approved by the Board on behalf of the Secretary of the Navy.

9/18/2025

