



DEPARTMENT OF THE NAVY  
BOARD FOR CORRECTION OF NAVAL RECORDS  
701 S. COURTHOUSE RD  
ARLINGTON, VA 22204

█  
Docket No. 2898-25  
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 11 December 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 12 March 2025 decision furnished by the Marine Corps Performance Evaluation Review Board (PERB), and the 20 February 2025 advisory opinion (AO) provided to the PERB by the Manpower Management Division Records and Performance Branch. The AO was provided to you on 12 March 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 redact Section I comments from your fitness report for the reporting period of 1 January 2023 to 30 April 2023, or in the alternate, remove the fitness report from your official record, along with your contentions that 1) This relief is necessary because your annual fitness report was completed five months into your assignment; 2) Your transfer fitness report was completed upon your reassignment to Maintenance Control following deployment; 3) The same Reporting Senior (RS) completed both reports, providing relatively the same grades, despite your continued progression, (such as earning your Collateral Duty Inspector qualification within 5 months, when it generally takes 6 months to a year to complete, your continued progression in both your PMOS and Marine Corps training, and your direct responsibility for every Sergeant and below in the Avionics Division advancing in their MOS proficiency, training, and education; 4) Despite this continuous demonstration of quality leadership and progression, you received the lowest ratings you had ever been given; and 5) You have now been boarded for promotion three consecutive years and

passed over, most likely due to these two fitness reports distracting from your qualities and ability to perform in the next grade.

The Board, however, substantially concurred with the PERB's decision, in its entirety, finding that you did not meet the burden of proof, or show by preponderance of evidence, probable material error, substantive inaccuracy, or injustice warranting removal, amendment, or replacement of your fitness report. Specifically, the Board found that your contentions for redaction or removal of the fitness report lack substantial merit. While the Board noted that you do not concur with the fitness report's relative value and comparative assessment, you did not challenge its administrative and procedural accuracy. Instead, you argue that your performance and accomplishments warrant a higher evaluation compared to your previous reports. However, as the PERB observed, each fitness report is a unique assessment of a discrete period of performance, and previous reports are not directly relevant to the validity of the current report. A report is not considered unjust simply because its relative value or comparative assessment is lower than previous evaluations. Even if that were not the case, you did not provide any evidence, beyond your own statement, to support the claim that you were unfairly graded against your peers or that your conduct and performance deserved higher marks. Additionally, although you assert the report in question contains your lowest rating so far, this is factually inaccurate. Review of your previous report, authored by the same reporting officials, reveals the average on your preceding report is lower than that on the report in question. Regardless, the perceived competitiveness of a fitness report's relative value or comparative assessment is not a valid basis for removal or modification of the report.

Regarding Section I of the fitness report, you fail to specify which comments you object to. Regardless, the narrative is deemed favorable, with both the RS and Reviewing Officer (RO) comments portraying you as a Marine who worked diligently and achieved adequate results. You have not presented evidence, or a compelling argument, that the Section I comments were intentionally crafted to hinder your promotion prospects. Lastly, failure of selection does not constitute grounds for redress. Thus, the Board concluded your fitness report remains valid as written.

In the absence of sufficient new evidence for reconsideration, the decision of the Board is final, and your only recourse would be to seek relief, at no cost to the Board, from a court of appropriate jurisdiction.

Sincerely,

12/31/2025

