



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

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Docket No. 4495-25
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 21 January 2026. 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 22 April 2025 decision furnished by the Marine Corps Performance Evaluation Review Board (PERB), the 21 March 2025 advisory opinion (AO) provided to the PERB by the Manpower Management Performance Branch (MMPB-23), and your response to the AO.

The Board carefully considered your request to remove your fitness report for the reporting period of 19 June 2024 to 10 January 2025. You contend that the fitness report is inconsistent with counseling you received from your Reporting Senior (RS) since you were not counseled regarding substandard performance or that you would be ranked at the bottom of the RS's profile.

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. Rather, the Board determined that your fitness report is valid as written and filed in accordance with the Marine Corps Performance Evaluation System (PES) Manual. As a preliminary matter, the Board noted that the 88.51 relative value (RV) of your fitness report is a middle third report within the RS profile and not a bottom third report. That said, the Marine Corps Performance Evaluation System (PES) Manual does not require reporting officials to strictly adhere to perceived placement of a Marine based solely on periodic counseling.

Additionally, individual attribute marks in sections D through H of a fitness report, which form the basis for an RV, are not provided in counseling forms, limiting your argument that the content of a counseling sessions directly correlates to fitness report scores. Furthermore, reporting officials have flexibility in evaluating performance and, therefore, potential attribute marks can vary from one counseling session to another. Although the Board agreed with the AO that it was a poor choice on the part of your RS to predict the RV of your report prior to issuance, he had the flexibility to issue the marks he determined appropriate, at the time he prepared your report, regardless of what he may have said to you previously. As the AO also addressed, although you are dissatisfied with your scores and blame inadequate or insufficient counseling, you have not provided any evidence that the marks you received were unintentional, unwarranted, or that your performance warranted higher ratings. The Board also noted that you did not provide a letter or endorsement from your RS indicating that a mistake had been made. The Board concluded the perceived competitiveness of a fitness report is not a basis for removing or modifying it. 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,

2/18/2026

