



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

█  
Docket No. 4512-25  
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 11 February 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 27 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 modify your fitness report covering the period of 1 March 2024 through 17 May 2024, by redacting the entry "CH" in block 3, which represents "change of reporting senior," and marking the fitness report as "Not Observed." You contend that the fitness report does not reflect your true performance or character and could hinder your professional growth. You specifically argue that your report should be marked "Not Observed," because during the reporting period you had two period of authorized leave, your were not counseled prior to receiving the fitness report, and your Reporting Senior (RS) was in the process of executing a permanent change of station (PCS), and departed the unit prior to completion of the fitness report. You additionally contend the fitness report contains inaccurate and borderline adverse marks that do not match Section I comments.

The Board, however, substantially concurred with the PERB's decision that you did not demonstrate probable material error, substantive inaccuracy, or injustice warranting modification of your fitness report. Regarding your contention that the report should be "Not Observed" due

to inadequate observation time, as the PERB identified, the report covers a period of 78 days, far exceeding the 31 day minimum requirement for an observed report for an active duty Lieutenant who had completed primary Military Occupational Specialty (MOS) school. Although you argue your leave constituted a period of non-availability that reduced the number of days you were observed, as the PERB also identified, your leave did not exceed 30 consecutive days, which would be required to constitute a period of non-availability for observation purposes. Further, even if the time were counted in your favor, the report still meets the observation requirement for Lieutenants. Regarding lack of counseling, the Board noted counseling can occur in various forms and, further, that because the report was not adverse, no formal counseling was required. Regarding your contention of inconsistency between Section I comments and attribute markings, as the PERB explained, the perceived competitiveness of a report is not a ground for modification or removal. Moreover, there is no standardized scale to match comments with attribute marks. Lastly, although your RS transferred prior to final completion of the report, his transfer occurred after the reporting period concluded, and thus did not compromise the report's accuracy or validity. Accordingly, given the totality of the circumstances, the Board determined 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,

2/24/2026

