



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

█  
Docket No. 4723-25  
Ref: Signature Date

█  
█  
█  
  
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.

Although your application was not filed in a timely manner, the Board found it in the interest of justice to waive the statute of limitations and consider your case on its merits. 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 29 April 2025 decisions furnished by the Marine Corps Performance Evaluation Review Board (PERB), the 17 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 determined that your personal appearance, with or without counsel, would not materially add to their understanding of the issues involved. Therefore, the Board determined that a personal appearance was not necessary and considered your case based on the evidence of record.

The Board carefully considered your request to remove your fitness report for the reporting period of 1 June 2019 to 31 May 2020, along with your contention that: 1) the fitness report raises significant accuracy concerns in that the narrative comments are inconsistent with the 80% Reporting Senior (RS) markings, 2) the majority of your fitness reports, before and after, particularly in your primary Military Occupation Specialty (MOS), are in the top 93% of your RS averages, and 3) your RS was a naval officer who had not written reports on many Marines of your rank and may not have understood the career implications of an 80% score for a Marine.

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. Regarding the content of your report, although you contend the narrative comments were only favorable, and did not support the marks received, like the AO, the Board found your RS's comments were positive but not exceptional. Furthermore, an 80 RV is not adverse. Although it is not the score you believe you deserved, an 80 RV still denotes a Marine who met or exceeded standards. The Board also agreed with the AO that you did not provide sufficient evidence to substantiate that your performance and conduct warranted higher ratings than those given. As for your contention that the majority of your other fitness reports were in the top 93% of your RSs' averages, the Board determined this information was not relevant to the report in question. The purpose of an RV is to provide a framework for personnel management decisions allowing individuals to weigh the merit of a single fitness report in relation to that particular RS's rating history for Marines of the same grade. Each fitness report issued covers a discrete period of time, and thus a discrete period of conduct and performance. Similarly, each RS has unique method for grading and a resulting unique rating history. In short, the RV of one has no bearing on the RV of another, and regardless, the perceived competitiveness of a report, whether it appears as an outlier or not, is not a valid reason for its removal. Regarding non-Marine reporting officials, the Board found no error in your fitness report resulting from the fact that your RS was a naval officer. The PES Manual prescribes that the definitions, roles, and responsibilities of the RS are applicable to officers of the armed services regardless of branch. Furthermore, there is no evidence, apart from speculation based on your dissatisfaction with your marks, that your RS lacked sufficient knowledge or experience to prepare your report. Lastly, the Board considered that the fitness report was processed into your Official Military Personnel File (OMPF) in June 2021 and you have since promoted to the rank of Major. 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

█

Executive Director

Signed by: █