



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

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Docket No. 4730-25
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 29 April 2025 decisions furnished by the Marine Corps Performance Evaluation Review Board (PERB) and the 21 March 2025 advisory opinions (AO) provided to the PERB by the Manpower Management Performance Branch (MMPB-23). Although you were afforded an opportunity to submit a rebuttal to the AO, you chose not to do so.

The Board carefully considered your request to remove your fitness report for the reporting period of 1 June 2021 to 20 May 2022, along with your contentions that: 1) you were issued two fitness reports under the same Reporting Senior (RS) and Reviewing Officer (RO) showing an unsupported decline in your Relative Value (RV) between the two reports, 2) your duty title, as stated on the report in question, does not reflect your actual billet title, and 3) your RS may have been biased against you because you were responsible for investigating a potential Class A Mishap involving him during the reporting period.

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 slight decline in your RV between the reports, this decline does not render the second report invalid. Fitness report grades are not given to achieve a specific RV. An RV is a

boardroom metric used in personnel management decisions to weigh the merit of a single fitness report in relation to the RS's rating history. The deviation in the second report's RV from your previous report may appear as an anomaly to you but does not justify removing the report from your Official Military Personnel File (OMPF). Furthermore, you failed to provide sufficient evidence to support your claim that the reductions in your attribute marks were unwarranted, or that your performance and conduct merited higher marks than those received. As the AO discussed, although the letter of support from your former Executive Officer is laudatory, and attests to your professional and leadership qualities, it does not provide substantive evidence to refute or invalidate the marks issued by your RS. Regarding your billet title, the Board agreed with the AO that the lack of the acronym "ACE," representing "Air Combat Element," does not invalidate the report. Your duty assignment is correctly reflected on the fitness report, and "ACE" is used throughout other sections of the report. In short, the Board determined there is no confusion as to your role. Lastly, the Board found your contention regarding possible bias on the part of your RS speculative and unsupported by evidence. 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

