



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

Docket No. 5914-25
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.

A three-member panel of the Board, sitting in executive session, considered your application on 15 April 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 23 May 2025 decision furnished by the Marine Corps Performance Evaluation Review Board (PERB), the 28 April 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 the fitness report covering the period of 16 May 2024 to 30 September 2024 from your Official Military Personnel File, along with your contention that, during this period, you were was tasked with duties that involved no input from your new Reporting Senior (RS), who worked in a separate work location, and with whom you had limited interaction, and that the direct reporting procedure in your assignment additionally remove your Review Officer (RO) from any direct observation of your performance of duties.

The Board, however, substantially concurred with the AO in finding that you did not demonstrate probable material error, substantive inaccuracy, or injustice warranting relief. Specifically, as the AO explained, your fitness report provides a valid and informed evaluation of your performance during a 153-day reporting period. In agreement with the AO, the Board opined, that co-location of a Marine and reporting official is not required for valid observation to occur, you did not provide evidence that your performance warranted any higher marks than

those received, and you did not provide sufficient evidence that your RS's observation time was less than the minimum required. Regarding your RO assessment, as the AO explained, the Performance Evaluation System (PES) Manual does not define hard guidelines as to what constitutes "sufficient knowledge and observation," and without substantial evidence indicating deviation from established guidelines, the Board concluded your fitness report remains valid. As such, the Board concluded your request should be denied.

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,

5/7/2026

