



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

Docket No. 10116-25
Ref: Signature Date

From: Chairman, Board for Correction of Naval Records
To: Secretary of the Navy

Subj: REVIEW OF NAVAL RECORD OF [REDACTED]
XXX XX [REDACTED] USMC

Ref: (a) 10 U.S.C. § 1552
(b) MCO 1070.1

Encl: (1) DD Form 149 w/enclosures
(2) USMC Fitness Report, FITREP ID #3063905
(3) Master Brief Sheet, 5 November 24
(4) Advisory Opinion, 2 Dec 25
(5) [REDACTED], subj: Confirmation of Late Fitness Report,
29 August 2025

1. Pursuant to the provisions of reference (a), Subject, hereinafter referred to as Petitioner, filed enclosure (1) with the Board for Correction of Naval Records (Board), requesting that his naval record be corrected by removing his Failure of Selection (FOS) for the Fiscal Year 2026 (FY-26) United States Marine Corps (USMC) Lieutenant Colonel (LtCol) Promotion Selection Board (PSB).

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED], reviewed Petitioner's allegations of error and injustice on 11 March 2026 and, pursuant to its regulations, determined the corrective action indicated below should be taken on the available evidence of record. Documentary material considered by the Board consisted of the enclosures, relevant portions of Petitioner's naval records, and applicable statutes, regulations, and policies, as well as the [REDACTED] Advisory Opinion (AO) furnished by the Head of Officer Promotions, Headquarters United States Marine Corps Manpower and Reserve Affairs Department, which was considered favorable to Petitioner.

3. Before applying to this Board, Petitioner exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice, finds the following:

a. Petitioner's annual fitness report covering the period of 6 November 2019 to 31 May 2020, was processed into his Official Military Personnel File (OMPF) and considered by the FY-26 USMC LtCol PSB. See enclosure (2).

Subj: REVIEW OF NAVAL RECORD OF [REDACTED]
XXX XX [REDACTED] USMC

b. The Relative Value (RV) for the fitness report referenced in paragraph (a), reflected on Petitioner's Master Brief Sheet (MBS) was "N/A," (not applicable), because the Reporting Senior (RS) had not yet completed a third report that would have generated a competitive profile for the grade of Major. See enclosure (3).

c. On 21 February 2024, the RS started a third report for one of Petitioner's peers. However, he did not complete and forward the report until 3 January 2025, almost a year later. Upon processing of this report, on 25 January 2025, Petitioner's cumulative RV for the fitness report referenced in paragraph (a) changed from "N/A" to "100." See enclosure (4).

d. In a letter to the Commandant of the Marine Corps, Performance Evaluation Review Board (PERB), dated 29 August 2025, the Commanding Officer (CO), [REDACTED], who was the Reviewing Officer (RO) for Petitioner's fitness report, confirmed the existence of a late fitness report that affected Petitioner's OMPF. Specifically, the RO stated that Petitioner's RS delayed completion of an annual fitness report for another Marine Major by a year, which affected Petitioner's comparative assessment evaluation and resulted in Petitioner's OMPF being incomplete, and therefore incorrect, when presented to the FY-26 PSB. Notably, Petitioner was rated higher than the other Major. See enclosure (5).

e. The AO, issued on 2 December 2025, concluded, had the RS completed the third report in accordance with reference (b), as required, Petitioner's fitness report would have reflected a "100" RV at processing vice "N/A," and recommended the Board grant Petitioner's request to remove the FOS for the FY-26 PSB. See enclosure (4).

CONCLUSION:

Upon review and consideration of all the evidence of record, the Board concluded that Petitioner's request warrants relief.

The Board concurred with the AO, in its entirety, finding the existence of material error and injustice in Petitioner's record. Specifically, the Board concurred with the AO, that had the RS completed the third report in accordance with reference (b), Petitioner's cumulative RV would have reflected a favorable "100," when his record was viewed by the PSB, as opposed to the inaccurate "N/A." Based on this error, the Board found Petitioner's record was negatively impacted and should be corrected in the interests of justice.

RECOMMENDATION

In view of the above, the Board directs the following corrective action:

Remove the FOS for the FY-26 USMC LtCol PSB from Petitioner's OMPF.

That any other material or entries inconsistent with or relating to the Board's recommendation be corrected, removed, or completely expunged from Petitioner's record, and no such entries or material be added to the record in the future. This includes, but is not limited to, all information systems or database entries that reference or discuss the expunged material.

Subj: REVIEW OF NAVAL RECORD OF [REDACTED]
XXX XX [REDACTED] USMC

4. It is certified that a quorum was present at the Board's review and deliberations, and that the foregoing is a true and complete record of the Board's proceedings in the above entitled matter.

5. Pursuant to the delegation of authority set out in Section 6(e) of the revised Procedures of the Board for Correction of Naval Records (32 Code of Federal Regulation, Section 723.6(e)) and having assured compliance with its provisions, it is hereby announced that the foregoing corrective action, taken under the authority of reference (a), has been approved by the Board on behalf of the Secretary of the Navy.

3/27/2026

