

COMMANDANT'S GUIDANCE

The completed fitness report is the most important information component in manpower management. It is the primary means of evaluating a Marine's performance and is the Commandant's primary tool for the selection of personnel for promotion, augmentation, resident schooling, command, and duty assignments. Therefore, the completion of this report is one of an officer's most critical responsibilities. Inherent in this duty is the commitment of each Reporting Senior and Reviewing Officer to ensure the integrity of the system by giving close attention to accurate marking and timely reporting. Every officer serves a role in the scrupulous maintenance of this evaluation system, ultimately important to both the individual and the Marine Corps. Inflationary markings only serve to dilute the actual value of each report. Reviewing Officers will not concur with inflated reports.

A. ADMINISTRATIVE INFORMATION

1. Marine Reported On:

a. Last Name	b. First Name	c. MI	d. SSN	e. Grade	f. DOR	g. PMOS	h. BILMOS
SCARSELLI	PIETRO	P	XXXXXX4846	MAJ	20050201	5803	5803

2. Organization:

a. MCC	b. RUC	c. Unit Description
015	35010	HEADQUARTERS BATTALION

3. Occasion and Period Covered:

a. OCC b. From To c. Type

TR	20090503	20090825	N	PROVOST MARSHAL
----	----------	----------	---	-----------------

4. Duty Assignment (descriptive title):

5. Special Case:

a. Adverse b. Not Observed c. Extended

6. Marine Subject Of:

a. Commendatory Material b. Derogatory Material c. Disciplinary Action

7. Recommended For Promotion:

a. Yes b. No c. N/A

8. Special Information:

a. QUAL	NN	d. HT(in.)	67	g. Reserve Component	
b. PFT	A237	e. WT	161	h. Status	
c. CFT	NREQ	f. Body Fat		i. Future Use	

9. Duty Preference:

a. Code	b. Descriptive Title
1st 091	MCB HAWAII
2nd NJR	USSOCOM JOINT BILLET CRITICAL
3rd Y79	JOINT STAFF - EUROPE

10. Reporting Senior:

a. Last Name	b. Init	c. Service	d. SSN	e. Grade	f. Duty Assignment
GREEN	TA	USMC	XXXXXX9712	COL	AC/S G-7

11. Reviewing Officer:

a. Last Name	b. Init	c. Service	d. SSN	e. Grade	f. Duty Assignment
HOLDEN	JP	USMC	XXXXXX9357	COL	CHIEF OF STAFF

B. BILLET DESCRIPTION

- Serve as a Special Staff Officer to the Commanding General for all security and law enforcement matters.
- Provide for the security of the Combat Center and safety of its personnel.
- Supervise the day to day operation of the Provost Marshal's Office.
- Lead, train, and effectively employ all personnel assigned to the PMO.
- Implement CMC directed MP Civilian Law Enforcement Program.
- Supervise the installation's traffic safety program.
- Supervise the installation's physical security and crime prevention program.
- Supervise the Criminal Investigation Division's activities and investigations.
- Maintain close liaison and coordinate security matters with the SJA, NCIS and unit commanders.
- Serve as the Commanding General's liaison to civilian law enforcement agencies.
- Serve as Deputy AC/S or AC/S G-7, as required.

C. BILLET ACCOMPLISHMENTS

Served as Special Staff Officer to the CG on all security/LE matters, to include; Iraqi/Afghan role-player access; scrapper incidents; installation access; and open-gate events involving 20,000 attendees, without incident. Led, trained and effectively employed over 200 Marines/civilians. Managed, supervised and coordinated all day to day MP/CID operations. Supervised the conduct of 25 physical security surveys including at MWTC; 70 criminal investigations, 10 DUI checkpoints, 75 Random AT Measures; the issuance of over 10,000 temp/visitor's passes; inprocessing of over 12,000 role-payers; and the updates of PMIs/MOUs/CCOs. -Established/maintained solid rapport with SJA, NCIS, Unit Commanders and all local LE agencies. -Responsible for numerous upgrades at PMO; misters, furniture, janitorial contracts; and external beautification. -Led USMC in medium size PMOs in civilian hiring execution at 105%. -Met all fiscal obligation rates FYTD during this reporting period. -Facilitated implementation of; Civ LE program at MWTC, MCAGCC/local sheriff range use MOU/lease agreement, 50 narcotics checkpoints and a covert narcotics operation leading to the apprehension of several dealers.

1. Marine Reported On:

a. Last Name

b. First Name

c. MI

d. SSN

2. Occasion and Period Covered:

a. OCC b. From

To

SCARSELLI

PIETRO

P

XXXXX4846

TR

20090503

20090825

D. MISSION ACCOMPLISHMENT

1. **PERFORMANCE.** Results achieved during the reporting period. How well those duties inherent to a Marine's billet, plus all additional duties, formally and informally assigned, were carried out. Reflects a Marine's aptitude, competence, and commitment to the unit's success above personal reward. Indicators are time and resource management, task prioritization, and tenacity to achieve positive ends consistently.

ADV	Meets requirements of billet and additional duties. Aptitude, commitment, and competence meet expectations. Results maintain status quo.	Consistently produces quality results while measurably improving unit performance. Habitually makes effective use of time and resources; improves billet procedures and products. Positive impact extends beyond billet expectations.	Results far surpass expectations. Recognizes and exploits new resources; creates opportunities. Emulated; sought after as an expert with influence beyond unit. Impact significant; innovative approaches to problems produce significant gains in quality and efficiency.		N/O
-----	--	---	--	--	-----

A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. **PROFICIENCY.** Demonstrates technical knowledge and practical skill in the execution of the Marine's overall duties. Combines training, education and experience. Translates skills into actions which contribute to accomplishing tasks and missions. Imparts knowledge to others. Grade dependent.

ADV	Competent. Possesses the requisite range of skills and knowledge commensurate with grade and experience. Understands and articulates basic functions related to mission accomplishment.	Demonstrates mastery of all required skills. Expertise, education and experience consistently enhance mission accomplishment. Innovative troubleshooter and problem solver. Effectively imparts skills to subordinates.	True expert in field. Knowledge and skills impact far beyond those of peers. Translates broad-based education and experience into forward thinking, innovative actions. Makes immeasurable impact on mission accomplishment. Peerless teacher, selflessly imparts expertise to subordinates, peers, and seniors.		N/O
-----	---	---	--	--	-----

A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

JUSTIFICATION:

E. INDIVIDUAL CHARACTER

1. **COURAGE.** Moral or physical strength to overcome danger, fear, difficulty or anxiety. Personal acceptance of responsibility and accountability, placing conscience over competing interests regardless of consequences. Conscious, overriding decision to risk bodily harm or death to accomplish the mission or save others. The will to persevere despite uncertainty.

ADV	Demonstrates inner strength and acceptance of responsibility commensurate with scope of duties and experience. Willing to face moral or physical challenges in pursuit of mission accomplishment.	Guided by conscience in all actions. Proven ability to overcome danger, fear, difficulty or anxiety. Exhibits bravery in the face of adversity and uncertainty. Not deterred by morally difficult situations or hazardous responsibilities.	Uncommon bravery and capacity to overcome obstacles and inspire others in the face of moral dilemma or life-threatening danger. Demonstrated under the most adverse conditions. Selfless. Always places conscience over competing interests regardless of physical or personal consequences.		N/O
-----	---	---	--	--	-----

A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. **EFFECTIVENESS UNDER STRESS.** Thinking, functioning and leading effectively under conditions of physical and/or mental pressure. Maintaining composure appropriate for the situation, while displaying steady purpose of action, enabling one to inspire others while continuing to lead under adverse conditions. Physical and emotional strength, resilience and endurance are elements.

ADV	Exhibits discipline and stability under pressure. Judgment and effective problem-solving skills are evident.	Consistently demonstrates maturity, mental agility and willpower during periods of adversity. Provides order to chaos through the application of intuition, problem-solving skills, and leadership. Composure reassures others.	Demonstrates seldom-matched presence of mind under the most demanding circumstances. Stabilizes any situation through the resolute and timely application of direction, focus and personal presence.		N/O
-----	--	---	--	--	-----

A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. **INITIATIVE.** Action in the absence of specific direction. Seeing what needs to be done and acting without prompting. The instinct to begin a task and follow through energetically on one's own accord. Being creative, proactive and decisive. Transforming opportunity into action.

ADV	Demonstrates willingness to take action in the absence of specific direction. Acts commensurate with grade, training and experience.	Self-motivated and action-oriented. Foresight and energy consistently transform opportunity into action. Develops and pursues creative, innovative solutions. Acts without prompting. Self-starter.	Highly motivated and proactive. Displays exceptional awareness of surroundings and environment. Uncanny ability to anticipate mission requirements and quickly formulate original, far-reaching solutions. Always takes decisive, effective action.		N/O
-----	--	---	---	--	-----

A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

JUSTIFICATION:

1. Marine Reported On:				2. Occasion and Period Covered:			
a. Last Name		b. First Name	c. MI	d. SSN	a. OCC	b. From	To
SCARSELLI		PIETRO	P	XXXXX4846	TR	20090503	20090825

F. LEADERSHIP

1. LEADING SUBORDINATES. The inseparable relationship between leader and led. The application of leadership principles to provide direction and motivate subordinates. Using authority, persuasion and personality to influence subordinates to accomplish assigned tasks. Sustaining motivation and morale while maximizing subordinates' performance.

ADV	Engaged; provides instructions and directs execution. Seeks to accomplish mission in ways that sustain motivation and morale. Actions contribute to unit effectiveness.	Achieves a highly effective balance between direction and delegation. Effectively tasks subordinates and clearly delineates standards expected. Enhances performance through constructive supervision. Fosters motivation and enhances morale. Builds and sustains teams that successfully meet mission requirements. Encourages initiative and candor among subordinates.	Promotes creativity and energy among subordinates by striking the ideal balance of direction and delegation. Achieves highest levels of performance from subordinates by encouraging individual initiative. Engenders willing subordination, loyalty, and trust that allow subordinates to overcome their perceived limitations. Personal leadership fosters highest levels of motivation and morale, ensuring mission accomplishment even in the most difficult circumstances.	N/O
------------	---	--	---	-----

A <input type="checkbox"/>	B <input checked="" type="checkbox"/>	C <input type="checkbox"/>	D <input type="checkbox"/>	E <input type="checkbox"/>	F <input type="checkbox"/>	G <input type="checkbox"/>	H <input type="checkbox"/>
-------------------------------	--	-------------------------------	-------------------------------	-------------------------------	-------------------------------	-------------------------------	-------------------------------

2. DEVELOPING SUBORDINATES. Commitment to train, educate, and challenge all Marines regardless of race, religion, ethnic background, or gender. Mentorship. Cultivating professional and personal development of subordinates. Developing team players and esprit de corps. Ability to combine teaching and coaching. Creating an atmosphere tolerant of mistakes in the course of learning.

ADV	Maintains an environment that allows personal and professional development. Ensures subordinates participate in all mandated development programs.	Develops and institutes innovative programs, to include PME, that emphasize personal and professional development of subordinates. Challenges subordinates to exceed their perceived potential thereby enhancing unit morale and effectiveness. Creates an environment where all Marines are confident to learn through trial and error. As a mentor, prepares subordinates for increased responsibilities and duties.	Widely recognized and emulated as a teacher, coach and leader. Any Marine would desire to serve with this Marine because they know they will grow personally and professionally. Subordinate and unit performance far surpassed expected results due to MRO's mentorship and team building talents. Attitude toward subordinate development is infectious, extending beyond the unit.	N/O
------------	--	--	---	-----

A <input type="checkbox"/>	B <input checked="" type="checkbox"/>	C <input type="checkbox"/>	D <input type="checkbox"/>	E <input type="checkbox"/>	F <input type="checkbox"/>	G <input type="checkbox"/>	H <input type="checkbox"/>
-------------------------------	--	-------------------------------	-------------------------------	-------------------------------	-------------------------------	-------------------------------	-------------------------------

3. SETTING THE EXAMPLE. The most visible facet of leadership: how well a Marine serves as a role model for all others. Personal action demonstrates the highest standards of conduct, ethical behavior, fitness, and appearance. Bearing, demeanor, and self-discipline are elements.

ADV	Maintains Marine Corps standards for appearance, weight, and uniform wear. Sustains required level of physical fitness. Adheres to the tenets of the Marine Corps core values.	Personal conduct on and off duty reflects highest Marine Corps standards of integrity, bearing and appearance. Character is exceptional. Actively seeks self-improvement in wide-ranging areas. Dedication to duty and professional example encourage others' self-improvement efforts.	Model Marine, frequently emulated. Exemplary conduct, behavior, and actions are tone-setting. An inspiration to subordinates, peers, and seniors. Remarkable dedication to improving self and others.	N/O
------------	--	---	---	-----

A <input checked="" type="checkbox"/>	B <input type="checkbox"/>	C <input type="checkbox"/>	D <input type="checkbox"/>	E <input type="checkbox"/>	F <input type="checkbox"/>	G <input type="checkbox"/>	H <input type="checkbox"/>
--	-------------------------------	-------------------------------	-------------------------------	-------------------------------	-------------------------------	-------------------------------	-------------------------------

4. ENSURING WELL-BEING OF SUBORDINATES. Genuine interest in the well-being of Marines. Efforts enhance subordinates' ability to concentrate/focus on unit mission accomplishment. Concern for family readiness is inherent. The importance placed on welfare of subordinates is based on the belief that Marines take care of their own.

ADV	Deals confidently with issues pertinent to subordinate welfare and recognizes suitable courses of action that support subordinates' well-being. Applies available resources, allowing subordinates to effectively concentrate on the mission.	Instills and/or reinforces a sense of responsibility among junior Marines for themselves and their subordinates. Actively fosters the development of and uses support systems for subordinates which improve their ability to contribute to unit mission accomplishment. Efforts to enhance subordinate welfare improve the unit's ability to accomplish its mission.	Noticeably enhances subordinates well-being, resulting in a measurable increase in unit effectiveness. Maximizes unit and base resources to provide subordinates with the best support available. Proactive approach serves to energize unit members to "take care of their own," thereby correcting potential problems before they can hinder subordinates' effectiveness. Widely recognized for techniques and policies that produce results and build morale. Builds strong family atmosphere. Puts motto <i>Mission first, Marines always</i> , into action.	N/O
------------	---	---	--	-----

A <input type="checkbox"/>	B <input checked="" type="checkbox"/>	C <input type="checkbox"/>	D <input type="checkbox"/>	E <input type="checkbox"/>	F <input type="checkbox"/>	G <input type="checkbox"/>	H <input type="checkbox"/>
-------------------------------	--	-------------------------------	-------------------------------	-------------------------------	-------------------------------	-------------------------------	-------------------------------

5. COMMUNICATION SKILLS. The efficient transmission and receipt of thoughts and ideas that enable and enhance leadership. Equal importance given to listening, speaking, writing, and critical reading skills. Interactive, allowing one to perceive problems and situations, provide concise guidance, and express complex ideas in a form easily understood by everyone. Allows subordinates to ask questions, raise issues and concerns and venture opinions. Contributes to a leader's ability to motivate as well as counsel.

ADV	Skilled in receiving and conveying information. Communicates effectively in performance of duties.	Clearly articulates thoughts and ideas, verbally and in writing. Communication in all forms is accurate, intelligent, concise, and timely. Communicates with clarity and verve, ensuring understanding of intent or purpose. Encourages and considers the contributions of others.	Highly developed facility in verbal communication. Adept in composing written documents of the highest quality. Combines presence and verbal skills which engender confidence and achieve understanding irrespective of the setting, situation, or size of the group addressed. Displays an intuitive sense of when and how to listen.	N/O
------------	--	--	--	-----

A <input type="checkbox"/>	B <input type="checkbox"/>	C <input type="checkbox"/>	D <input checked="" type="checkbox"/>	E <input type="checkbox"/>	F <input type="checkbox"/>	G <input type="checkbox"/>	H <input type="checkbox"/>
-------------------------------	-------------------------------	-------------------------------	--	-------------------------------	-------------------------------	-------------------------------	-------------------------------

JUSTIFICATION:
3. MRO failed to set the example expected of an officer which led to a loss of trust and confidence and subsequent relief as the Provost Marshal.

1. Marine Reported On:				2. Occasion and P Period Covered:			
a. Last Name		b. First Name	c. MI	d. SSN	a. OCC	b. From	To
SCARSELLI		PIETRO	P	XXXXX4846	TR	20090503	20090825

G. INTELLECT AND WISDOM

1. PROFESSIONAL MILITARY EDUCATION (PME). Commitment to intellectual growth in ways beneficial to the Marine Corps. Increases the breadth and depth of warfighting and leadership aptitude. Resources include resident schools; professional qualifications and certification processes; nonresident and other extension courses; civilian educational institution coursework; a personal reading program that includes (but is not limited to) selections from the Commandant's Reading List; participation in discussion groups and military societies; and involvement in learning through new technologies.

<p>ADV Maintains currency in required military skills and related developments. Has completed or is enrolled in appropriate level of PME for grade and level of experience. Recognizes and understands new and creative approaches to service issues. Remains abreast of contemporary concepts and issues.</p>	<p>PME outlook extends beyond MOS and required education. Develops and follows a comprehensive personal program which includes broadened professional reading and/or academic course work; advances new concepts and ideas.</p>	<p>Dedicated to life-long learning. As a result of active and continuous efforts, widely recognized as an intellectual leader in professionally related topics. Makes time for study and takes advantage of all resources and programs. Introduces new and creative approaches to services issues. Engages in a broad spectrum of forums and dialogues.</p>	N/O				
A <input type="checkbox"/>	B <input type="checkbox"/>	C <input type="checkbox"/>	D <input checked="" type="checkbox"/>	E <input type="checkbox"/>	F <input type="checkbox"/>	G <input type="checkbox"/>	H <input type="checkbox"/>

2. DECISION MAKING ABILITY. Viable and timely problem solution. Contributing elements are judgment and decisiveness. Decisions reflect the balance between an optimal solution and a satisfactory, workable solution that generates tempo. Decisions are made within the context of the commander's established intent and the goal of mission accomplishment. Anticipation, mental agility, intuition, and success are inherent.

<p>ADV Makes sound decisions leading to mission accomplishment. Actively collects and evaluates information and weighs alternatives to achieve timely results. Confidently approaches problems; accepts responsibility for outcomes.</p>	<p>Demonstrates mental agility; effectively prioritizes and solves multiple complex problems. Analytical abilities enhanced by experience, education, and intuition. Anticipates problems and implements viable, long-term solutions. Steadfast, willing to make difficult decisions.</p>	<p>Widely recognized and sought after to resolve the most critical, complex problems. Seldom matched analytical and intuitive abilities; accurately foresees unexpected problems and arrives at well-timed decisions despite fog and friction. Completely confident approach to all problems. Masterfully strikes a balance between the desire for perfect knowledge and greater tempo.</p>	N/O				
A <input type="checkbox"/>	B <input type="checkbox"/>	C <input type="checkbox"/>	D <input checked="" type="checkbox"/>	E <input type="checkbox"/>	F <input type="checkbox"/>	G <input type="checkbox"/>	H <input type="checkbox"/>

3. JUDGMENT. The discretionary aspect of decision making. Draws on core values, knowledge, and personal experience to make wise choices. Comprehends the consequences of contemplated courses of action.

<p>ADV Majority of judgments are measured, circumspect, relevant and correct.</p>	<p>Decisions are consistent and uniformly correct, tempered by consideration of their consequences. Able to identify, isolate and assess relevant factors in the decision making process. Opinions sought by others. Subordinates personal interest in favor of impartiality.</p>	<p>Decisions reflect exceptional insight and wisdom beyond this Marine's experience. Counsel sought by all; often an arbiter. Consistent, superior judgment inspires the confidence of seniors.</p>	N/O				
A <input checked="" type="checkbox"/>	B <input type="checkbox"/>	C <input type="checkbox"/>	D <input type="checkbox"/>	E <input type="checkbox"/>	F <input type="checkbox"/>	G <input type="checkbox"/>	H <input type="checkbox"/>

JUSTIFICATION:
 3. MRO exercised poor judgment leading to a loss of trust and confidence and subsequent relief as the Provost Marshal.

H. FULFILLMENT OF EVALUATION RESPONSIBILITIES

1. EVALUATIONS. The extent to which this officer serving as a reporting official conducted, or required others to conduct, accurate, uninflated, and timely evaluations.

<p>ADV Occasionally submitted untimely or administratively incorrect evaluations. As RS, submitted one or more reports that contained inflated markings. As RO, concurred with one or more reports from subordinates that were returned by HQMC for inflated marking.</p>	<p>Prepared uninflated evaluations which were consistently submitted on time. Evaluations accurately described performance and character. Evaluations contained no inflated markings. No reports returned by RO or HQMC for inflated marking. No subordinates' reports returned by HQMC for inflated marking. Few, if any, reports were returned by RO or HQMC for administrative errors. Section Cs were void of superlatives. Justifications were specific, verifiable, substantive, and where possible, quantifiable and supported the markings given.</p>	<p>No reports submitted late. No reports returned by either RO or HQMC for administrative correction or inflated markings. No subordinates' reports returned by HQMC for administrative correction or inflated markings. Returned procedurally or administratively incorrect reports to subordinates for correction. As RO nonconcurred with all inflated reports.</p>	N/O				
A <input type="checkbox"/>	B <input type="checkbox"/>	C <input type="checkbox"/>	D <input checked="" type="checkbox"/>	E <input type="checkbox"/>	F <input type="checkbox"/>	G <input type="checkbox"/>	H <input type="checkbox"/>

JUSTIFICATION:

1. Marine Reported On:

a. Last Name

b. First Name

c. MI

d. SSN

2. Occasion and Period Covered:

a. OCC

b. From

To

SCARSELLI

PIETRO

P

XXXXX4846

TR

20090503

20090825

I. DIRECTED AND ADDITIONAL COMMENTS

Directed Comment, Sect A, Item 5A: Relieved of duty due to loss of trust and confidence in ability to lead the Marines and civilians in the Provost Marshal's Office. Directed comment, Sect A, Item 7B: I recommend MRO not be considered for promotion with peers. This is my first report on MRO - barely four months of observation; also a directed report due to the reports adverse nature. MRO is a competent Military Police officer and was effective the majority of time in his duties as MCAGCC's Provost Marshal. He maintained an effective partnership with local law enforcement agencies that enhanced safety and security for Marines and dependents on and off base. MRO falls in the lower third of my profile primarily due to (1) the adverse nature of the report, (2) limited period of observation, and (3) the majority of O4 reports in my profile were on officers I served with in a combat environment during year long tours in support of OIF.

J. CERTIFICATION

1. I CERTIFY that to the best of my knowledge and belief all entries made hereon are true and without prejudice or partiality and that I have provided a signed copy of this report to the Marine Reported on.

Electronically Signed By

Timothy A Green

(Signature of Reporting Senior)

20100827

(Date in YYYYMMDD format)

2. I ACKNOWLEDGE the adverse nature of this report and

I have no statement to make

I have attached a statement

Electronically Signed By

Pietro P Scarselli

(Signature of Marine Reported On)

20100915

(Date in YYYYMMDD format)

K. REVIEWING OFFICER COMMENTS

1. OBSERVATION: Sufficient Insufficient

2. EVALUATION: Concur Do Not Concur

3. COMPARATIVE ASSESSMENT: Provide a comparative assessment of potential by placing an "X" in the appropriate box. In marking the comparison, consider all Marines of this grade whose professional abilities are known to you personally.

DESCRIPTION

COMPARATIVE ASSESSMENT

THE EMINENTLY QUALIFIED MARINE

ONE OF THE FEW

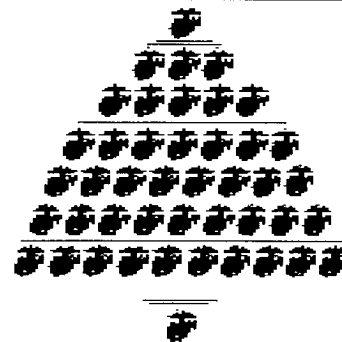
EXCEPTIONALLY QUALIFIED MARINES

ONE OF THE MANY HIGHLY QUALIFIED

PROFESSIONALS WHO FORM THE MAJORITY OF THIS GRADE

A QUALIFIED MARINE

UNSATISFACTORY



4. REVIEWING OFFICER COMMENTS: Amplify your comparative assessment mark; evaluate potential for continued professional development to include: promotion, command, assignment, resident PME, and retention; and put Reporting Senior marks and comments in perspective.

I concur with the RSs decision to submit this report. The MRO is correct, as he identified in his statement, that the RS did refine his original report. But that refinement occurred after my review of the original report and the MROs statement. Specifically, I returned the report to the RS to provide clarity / perspective to the report, not just focus on the adverse nature of the submission. Continued.

5. I CERTIFY that to the best of my knowledge and belief all entries made hereon are true and without prejudice or partiality.

Electronically Signed By

John P Holden

(Signature of Reviewing Officer)

20100922

(Date in YYYYMMDD format)

6. I ACKNOWLEDGE the adverse nature of this report and

I have no statement to make

I have attached a statement

Electronically Signed By

Pietro P Scarselli

(Signature of Marine Reported On)

20100929

(Date in YYYYMMDD format)

L. ADDENDUM PAGE

ADDENDUM PAGE ATTACHED: YES

A. PURPOSE

1. Marine Reported On:					2. Occasion and Period Covered:		
a. Last Name	b. First Name	c. M.I	d. SSN	e. Grade	a. OCC	b. From	To
SCARSELLI	PIETRO	P	XXXXXX4846	MAJ	TR	20090503	20090825
3. Purpose:							
a. Continuation of Comments Justification	Section I RO	b. Accelerated Promotion Justification	c. Adverse Report MRO Statement 3rd Officer Sighter		d. Admin Review	e. Supplemental Material	f. HQMC Use
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B. TEXT

This report is inaccurate and unjust, as written, and I disagree with the marks and the RS comments contained therein, as well as its overall adverse nature. Additionally, there are several administrative errors in this report, which render it unacceptable.

As articulated later in this statement, the adverse and low marks and the adverse comments are predicated upon unsubstantiated allegations against me for which I am pending courts-martial. This matter, which led to my relief, has yet to be adjudicated as of the date of this statement, and as such is not reportable at this time.

The RS had significant periods of non-availability during the reporting period, which severely impacted his ability to truly observe me, especially given the period itself covers merely 112 days. The RS assumed his billet several weeks after the end of my previous report (May 5th). Then he went on several TAD trips before finally settling into the position in early June. Perhaps not 30 consecutive days of non-availability, but if totaled up, in reality the RS had, at best, less than 70 days of intermittent observation. During those few days, he had no chance to establish an RS-MRO relationship with me and he did not have interaction with me on a daily basis; the RS by his own admission in Sect I, indicates this to be the case. Accordingly, the RS has no basis for any of his marks, which are all below average, according to his profile. The RS also admits this fact in his Sect I comments, however, the fact the other majors he has written on were in a combat environment does not preclude him from providing a fair and accurate assessment (if opting to make it an observed report) within the venue in which we served and IAW the PES Manual. At a minimum, considering these facts, this report should rightfully be not observed, in keeping with the spirit of the PES manual.

C. SUBMITTED BY

1. a. Last Name	b. First Name	c. MI	2. SSN	3. Service	4. Grade
SCARSELLI	PIETRO	P	XXXXXX4846	USMC	MAJ

Electronically Signed By

Pietro P Scarselli

Signature

20100915

(Date in YYYYMMDD format)

D. GENERAL/SENIOR OFFICER ADVERSE REPORT SIGHTING

1. a. Last Name	b. First Name	c. MI	2. SSN	3. Service	4. Grade

5. Title

Signature

(Date in YYYYMMDD format)

A. PURPOSE

1. Marine Reported On:					2. Occasion and Period Covered:			
a. Last Name	b. First Name	c. M.I	d. SSN	e. Grade	a. OCC	b. From	To	
SCARSELLI	PIETRO	P	XXXXXX4846	MAJ	TR	20090503	20090825	
3. Purpose:								
a. Continuation of Com ments Justification Section I RO		b. Accelerated Promotion Justification		c. Adverse Report MRO Statement 3rd Officer Sighter		d. Admin Review	e. Supplemental Material	f. HQMC Use
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B. TEXT

As an observed report, the marks are inconsistent with listed billet accomplishments; in particular those in Sect F and G. In addition to the accomplishments currently listed in Sect C, I was responsible for many other positive improvements and achievements which took place at the PMO and/or on MCAGCC/MAGTFTC, 29 Palms, in general. Below I have listed just a few of these additional accomplishments; all of which are verifiable, however there is no APES function which enables for documentation to be attached.

- commendable recognition from the HQMC IG during its inspection of the Combat Center.
- implementation of base-wide narcotics checkpoints.
- referral bonus program initiative for civilian law enforcement recruitment/hiring.
- first PMO to run an undercover op, normally conducted at the NCIS level.
- streamlined Iraqi/Afghani role player access to better serve the training program without compromising the security of the installation.
- responsible for the uncovering of a over-the-counter medication abuse trend.
- inspired junior Marines and SNCOs to take off duty college/vocational courses.
- focus on PME at all ranks led to an increase in PME completion for the majority of Marines under my charge, in resident and non resident curricula.
- Zero DUIs from any Marines in our unit during the reporting period; marking the unit's 20th month of being DUI free and down exponentially from the previous two calendar years during the same time-frame.
- marked decrease in off duty misconduct by Marines under my charge.

The above are just a few items from during the reporting period, which, along with the accomplishments listed in Sect C, indicate that the marks given are unjust and inaccurate in all categories, but particularly in the leadership and intellect/wisdom categories.

C. SUBMITTED BY

1. a. Last Name	b. First Name	c. MI	2. SSN	3. Service	4. Grade								
SCARSELLI	PIETRO	P	XXXXXX4846	USMC	MAJ								
Electronically Signed By <i>Pietro P Scarselli</i>				<table border="1"> <tr> <td>2</td><td>0</td><td>1</td><td>0</td><td>0</td><td>9</td><td>1</td><td>5</td> </tr> </table>		2	0	1	0	0	9	1	5
2	0	1	0	0	9	1	5						
Signature				(Date in YYYYMMDD format)									

D. GENERAL/SENIOR OFFICER ADVERSE REPORT SIGHTING

1. a. Last Name	b. First Name	c. MI	2. SSN	3. Service	4. Grade								
5. Title				<table border="1"> <tr> <td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td> </tr> </table>									
Signature				(Date in YYYYMMDD format)									

A. PURPOSE

1. Marine Reported On:					2. Occasion and Period Covered:		
a. Last Name	b. First Name	c. M.I	d. SSN	e. Grade	a. OCC	b. From	To
SCARSELLI	PIETRO	P	XXXXXX4846	MAJ	TR	20090503	20090825
3. Purpose:							
a. Continuation of Comments Justification Section I RO	b. Accelerated Promotion Justification	c. Adverse Report MRO Statement 3rd Officer Sighter		d. Admin Review	e. Supplemental Material	f. HQMC Use	
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

B. TEXT

Specifically, in reference to the adverse marks in setting the example and judgment, the RS notes that I was relieved of a loss of trust and confidence. Again, the relief and the loss of trust and confidence were caused by the still unproven and unsubstantiated allegations, for which I am currently pending adjudication. The two are intrinsically related, therefore reporting on it in any manner is unjust; even though the RS makes no mention that I am now facing a courts-martial. I have neither yet had the opportunity to defend myself against those allegations or the pending charges nor been afforded the opportunity to face my accusers, as is my constitutional right. When my name is cleared of these allegations, the RS will not be able to go back and change this report. The matters are not mutually exclusive and nothing related to the matter should be reported on; not the relief and certainly not the allegations which drove the RS to mark me adverse in those areas. This also applies to the markings of B in the other sections. Moreover, in both the adverse marks, the RS does not "specifically address the unacceptable performance or deficiency and the condition under which it occurred," as is required by the PES for these type markings.

At present this report is one year late; for no justifiable reason. The CMC has made it very clear that this is unacceptable.

Lastly, this report was returned back to me on 9 Aug 2010, nearly a year since my relief because the RO was changed from my actual RO of the reporting period to someone not in my reporting chain. The current RO was not and is not my RS's RS. This is not IAW the PES Manual.

Timeline:

- Dec 09: RS completes the report
- Jul 10: original RO submits report to MMSB without me having a chance to review and comment
- Jul 10: MMSB returns report to original RO, who in turn sends it back to the RS
- Aug 10: RS changes the RO to current RO and sends it back to me with a new RS signature date
- Aug 10: I amend my comments, send it back to the RS who forwards it to new RO
- Aug 10: New RO sends it back to RS, who changes his marks and comments to what is now on the report, after having had a chance to see what I had previously written in my statement. The RS then called me in, explained the changes and sent me the report for a chance to amend my statement

C. SUBMITTED BY

1. a. Last Name	b. First Name	c. MI	2. SSN	3. Service	4. Grade
SCARSELLI	PIETRO	P	XXXXXX4846	USMC	MAJ

Electronically Signed By

Pietro P Scarselli

Signature

2010 09 15

(Date in YYYYMMDD format)

D. GENERAL/SENIOR OFFICER ADVERSE REPORT SIGHTING

1. a. Last Name	b. First Name	c. MI	2. SSN	3. Service	4. Grade

5. Title

Signature

(Date in YYYYMMDD format)

A. PURPOSE

1. Marine Reported On:					2. Occasion and Period Covered:			
a. Last Name	b. First Name	c. M.I	d. SSN	e. Grade	a. OCC	b. From	To	
SCARSELLI	PIETRO	P	XXXXXX4846	MAJ	TR	20090503	20090825	
3. Purpose:								
a. Continuation of Com ments Justification Section I RO		b. Accelerated Promotion Justification		c. Adverse Report MRO Statement 3rd Officer Sighter		d. Admin Review	e. Supplemental Material	f. HQMC Use
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B. TEXT

For the aforementioned reasons, I do not agree with this report in its entirety. As indicated by the above facts, it unjustly punishes me and indicates that I am guilty until I am proven to be innocent. As written, it directly violates the PES order, MCO P1610.7F W/CH 1, in many ways; in particular, several paragraphs under sections 1003, 2004, 4003, 4012, 5001, 5004, 5005, 5009 and arguably section 1005. As drafted, it would double stack adverse reports against me at any potential BOI in the future.

If this report is accepted into my record, I will seek to have it removed in accordance with the regulations, after my good name is cleared from these charges.

Regardless of the RS's stated loss of confidence, I will continue to carry myself, as I have for the past nearly 17 years; as the leader of Marines that I am; treating all with firmness, fairness and dignity, while striving for constant improvement in myself and the Marines around me.

C. SUBMITTED BY

1. a. Last Name	b. First Name	c. MI	2. SSN	3. Service	4. Grade
SCARSELLI	PIETRO	P	XXXXXX4846	USMC	MAJ

Electronically Signed By

Pietro P Scarselli

Signature

20100915

(Date in YYYYMMDD format)

D. GENERAL/SENIOR OFFICER ADVERSE REPORT SIGHTING

1. a. Last Name	b. First Name	c. MI	2. SSN	3. Service	4. Grade

5. Title

Signature

(Date in YYYYMMDD format)

A. PURPOSE

1. Marine Reported On:					2. Occasion and Period Covered:			
a. Last Name	b. First Name	c. M.I	d. SSN	e. Grade	a. OCC	b. From	To	
SCARSELLI	PIETRO	P	XXXXXX4846	MAJ	TR	20090503	20090825	
3. Purpose:								
a. Continuation of Com ments Justification Section I RO		b. Accelerated Promotion Justification		c. Adverse Report MRO Statement 3rd Officer Sighter		d. Admin Review	e. Supplemental Material	f. HQMC Use
<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B. TEXT

It is recognized that this report is significantly late. The RS and I take full responsibility for this procrastination, but note that this late submission poses no negative impact on the MRO as he is awaiting adjudication for what he refers to as unsubstantiated allegations. As the MRO also notes, I would expect this report to be pulled from his official records should allegations against him not be substantiated.

I assumed RO responsibility as during this reporting period I had as much, if not more, observed time of MRO. CG MAGTF/TC/MCAGACC, his normal RO was off deck during the majority of this period. My assuming this responsibility also allows this report to be kept within the command (allow the current CG to serve as the first GO adverse report sighting authority) vice going outside the command (previous RO PCS'd shortly after MRO relief was effected) potentially causing unnecessary visibility on the MRO. This process ensures accountability, targets only a short observed period, and limits MRO exposure.

I believe the RS's markings and Section I comments are appropriate. Further, Section I more clearly defines where and why the MRO falls in the RS's profile. Considering the nature of this report and time observed, I suspect my assessment (if I had served as the RS) of the MRO would have been very similar to that of the RS.

Finally, submission of a not observed report (as suggested by the MRO) is not an option due to the adverse nature of the submission.

C. SUBMITTED BY

1. a. Last Name	b. First Name	c. MI	2. SSN	3. Service	4. Grade
HOLDEN	JOHN	P	XXXXXX9357	USMC	COL

Electronically Signed By

John P Holden

Signature

20100922

(Date in YYYYMMDD format)

D. GENERAL/SENIOR OFFICER ADVERSE REPORT SIGHTING

1. a. Last Name	b. First Name	c. MI	2. SSN	3. Service	4. Grade

5. Title

Signature

(Date in YYYYMMDD format)

A. PURPOSE

1. Marine Reported On:					2. Occasion and Period Covered:		
a. Last Name	b. First Name	c. M.I	d. SSN	e. Grade	a. OCC	b. From	To
SCARSELLI	PIETRO	P	XXXXXX4846	MAJ	TR	20090503	20090825
3. Purpose:							
a. Continuation of Comments Justification	Section I RO	b. Accelerated Promotion Justification	c. Adverse Report MRO Statement 3rd Officer Sighter		d. Admin Review	e. Supplemental Material	f. HQMC Use
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B. TEXT

This Fitness Report remains unjust and inaccurate. The RO comments do not refute the facts articulated in my statement. Moreover, his comments and comparative assessment are also inaccurate and unjust.

-in the first paragraph in Sect K.4, the RO states he returned the report to the RS for clarity and perspective. The RS Sect I comments, however, remain ambiguous; conflict with his markings; and indirectly or directly refer to unsubstantiated and yet to be resolved information, which is unacceptable according to the PES Manual. In the justification blocks for the adverse markings he rendered in Sect F and G, his comments are also ambiguous and do not address "the unacceptable performance or deficiency and the conditions under which it occurred," as required by the PES Manual. This is partially due to the fact that if he were to do that then he would be overtly commenting on the aforementioned unresolved matters, which, again, is not allowed; the two are umbilically related and by virtue of this vicarious relationship, those markings are unjust and inappropriate. With respect to the other markings within the report, even after the RS changed them for the better, they remain either unjust or inaccurate for reasons described in my earlier statement.

-in the first paragraph on page A7, the RO states he and the RS accept full responsibility for the procrastination which led to and the actual lateness of this report. This admission, however, does not justify its lateness of nearly 12 months. It is unjust that the reporting officials have had that amount of time to prepare this report whilst I did not have the same opportunity. The RO also writes the lateness poses no negative impact on me, but it does. Had it been completed in the required or reasonably within the required timeframe, I would have been able to appeal to the PERB and have had it removed prior to any potential pending actions; now, if allowed to go through, it will be part of my record just in time for my any potential government actions. It also affects me in that my promotion selection to LtCol is on hold and once cleared of the unsubstantiated allegations/charges against me I will have this report to contend with, in an effort to have the promotion withhold/delay lifted. The fact that I will appeal to have it removed and will likely be successful in that endeavor, does not justify its lateness, inaccuracy, unjust nature or its indirect reference and correlation to the unresolved matters. In short, the PES Manual and CMC White Letter 06-08 do not condone this unjust and unreasonable lateness.

C. SUBMITTED BY

1. a. Last Name	b. First Name	c. MI	2. SSN	3. Service	4. Grade
SCARSELLI	PIETRO	P	XXXXXX4846	USMC	MAJ

Electronically Signed By

Pietro P Scarselli

Signature

20100929

(Date in YYYYMMDD format)

D. GENERAL/SENIOR OFFICER ADVERSE REPORT SIGHTING

1. a. Last Name	b. First Name	c. MI	2. SSN	3. Service	4. Grade

5. Title

Signature

(Date in YYYYMMDD format)

A. PURPOSE

1. Marine Reported On:					2. Occasion and Period Covered:		
a. Last Name	b. First Name	c. M.I	d. SSN	e. Grade	a. OCC	b. From	To
SCARSELLI	PIETRO	P	XXXXXX4846	MAJ	TR	20090503	20090825
3. Purpose:							
a. Continuation of Com Justification	Section I RO	b. Accelerated Promotion Justification	c. Adverse Report MRO Statement 3rd Officer Sighter		d. Admin Review	e. Supplemental Material	f. HQMC Use
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B. TEXT

Additionally, considering the RO's admission of procrastination, acknowledgement of pending action and the statement he would expect it to be pulled should allegations against me not be substantiated, further support this report should not be drafted as adverse or at all and as written is unjust.

-in paragraph three on page A7, the RO mentions my normal RO was off-deck for a majority of the reporting period. This fact has no bearing on him remaining as the RO for this report or not; it does not preclude him from the responsibility to complete this report, per the PES Manual. That RO had ample observation of me to complete this report and actually completed it at one point in July 2010 and even submitted it to MMSB at that time. MMSB then flagged and returned it. Moreover, that RO completed an annual fitness report on me in the very previous reporting period; making it even more apt for him to complete this report. The fact he PCS'd a month after the reporting period is also no justification for him not to be the RO, per the PES Manual. The RO also writes that by him becoming the RO this report would be kept in the chain of command; protecting me from unnecessary visibility and limiting exposure. This is not the case. As written, the current CG, who arrived after the reporting period, has had no observation of me to date and whom I've yet to meet would become the 3rd officer, causing visibility and exposure to him, which would otherwise not occur, if my rating chain would remain correct and intact, since the correct RO is a GO, precluding the report from having to go to any 3rd officer at all, per the PES Manual.

-in the last paragraph on page A7, the RO states submission of a not observed report, as suggested by myself, is not an option due to the adverse nature of the submission. That suggestion, however, to further clarify, was that it should be non adverse, not observed, as inferred by my overall statement. My contention was and still remains that, at most, this report should be not observed, non adverse, which would be appropriate and in keeping with the spirit of the PES Manual.

Lastly, in block K.2 the RO marks that he concurs with the RS's evaluation and in the third paragraph on page A7, he states the RS's markings and section I comments are appropriate. The RO's comparative assessment marking, however, does not indicate a concurrence with the RS's evaluation and conflicts with the RS's markings, in that it is not commensurate with same, when considering the RO's profile. Further, the mark as a qualified Marine indicates the RO's evaluation is based on the unsubstantiated, unresolved information/allegations, which is not allowed; making unjust and inaccurate.

C. SUBMITTED BY

1. a. Last Name	b. First Name	c. MI	2. SSN	3. Service	4. Grade
SCARSELLI	PIETRO	P	XXXXXX4846	USMC	MAJ

Electronically Signed By

Pietro P Scarselli

Signature

20100929

(Date in YYYYMMDD format)

D. GENERAL/SENIOR OFFICER ADVERSE REPORT SIGHTING

1. a. Last Name	b. First Name	c. MI	2. SSN	3. Service	4. Grade

5. Title

Signature

(Date in YYYYMMDD format)