Meritorious Advancement Program

Enlisted Plans and Policy (OPNAV N132)
September 2017
Program Overview

- **The “What” and “Why” of MAP**
  - MAP is part of Sailor 2025 and wholesale modernization of the Navy personnel system
  - Empowers COs to recognize and retain their best Sailors
  - Flexibility for Command Triad to reward Sailors who display outstanding performance

- **Who is eligible for MAP**
  - All advancement eligible Sailors in paygrades E3 – E5 in all duty stations
  - As of July 17, SELRES at Commissioned Units

- **How MAP quotas are awarded**
  - Majority of quotas are allocated to individual commands (based on E3-E5 Billets)
  - Ech II/BSOs provided quotas for distribution to subordinate commands

MAP is the Fleet’s Advancement Program, entrusting COs to recognize our most talented Sailors
MAP Program Improvements
Transformation of MAP

MAP 2015

Highlights
- Sea CMDs only
- COs can return or request quotas
- Quotas published for each CMD

Quotas
- 2290 Total
- 99.7% execution rate
- 5.5% of Total ADV (12.1% of E6)

MAP 2016

Highlights
- Shore CMDs included at lesser rate
- Quotas based on E3-E5 billets
- Controlled rate process applied

Quotas
- 3089 Total
- 99.9% execution rate
- 7.4% of Total ADV (13.7% of E6)

MAP 2017

Highlights
- Equity across Sea and Shore CMDs
- Decouple MAP and NWAE
- Expand pool of eligible Sailors

Quotas (Est.)
- 4217 Total
- 86% increase FY15-17
- 10.4% of Total ADV (19.5% of E6)

MAP Vision

Vision
- Increase flexibility
- Empower Triad
- Balanced Distribution
- Expand Season
- MAP IT solution

Quotas (Est.)
- Phased increase each year
- 25% of Total ADV (25% of E6)

Fleet feedback is essential to continually improve MAP
FY16 – FY17 MAP Comparison

**FY16 MAP SEASON**

**COMMAND MAP QUOTAS**
- 904 UICs receive command MAP quotas
- 2895 Total Command MAP quotas
  - E6 – 948
  - E5 – 859
  - E4 - 1089

**ECH II / BSO QUOTAS**
- 34 Designated Ech IIs receive dedicated MAP quotas
- 193 Total Ech II/BSO quotas
  - E6 - 78
  - E5 - 79
  - E4 - 36

**TOTAL QUOTAS – 3089**

**FY17 MAP SEASON**

**COMMAND MAP QUOTAS**
- 1300+ UICs eligible for command MAP quotas
- 4029 Total Command MAP quotas
  - E6 – 1194
  - E5 – 1279
  - E4 – 1556

**ECH II / BSO QUOTAS**
- 36 Ech IIs/BSOs receive dedicated MAP quotas
- 186 Total Ech II/BSO quotas
  - E6 - 51
  - E5 - 80
  - E4 - 55

**TOTAL QUOTAS – 4217**
April – June
- MAP NAVADMIN / information on NPC website
- Selection boards at the command level
- Request controlled rate approval
- Request additional quotas from BSO
- Route MAP Certification Letter (MCL) to PERS-812

July – August
- MAP Open Season
- PERS-812 affects advancements
- Commands can still submit their MCL after 1 July

September
- MAP Redistribution
Command Best Practices and Things to Know

1. MAP is available to **ALL** eligible E3 – E5 Sailors
2. Any command can request quotas (even if they already have quotas)
3. Quotas allocated to individual commands and Designated Echelon II’s
4. Ech IIs/BSOs may give their quotas to subordinate commands
5. Use your Chain of Command (ISIC, TYCOM, Ech II)
6. Remain engaged during MAP Season to increase opportunity for more quotas
7. Quotas become available late in the Redistribution Season
8. Use the MAP website and email address for questions/issues
9. Competition for quotas and controlled rates is fierce
10. MAP selection is based on sustained superior performance and is the key to success in your request packages
For additional information visit the MAP website:

http://www.public.navy.mil/bupers-npc/career/talentmanagement/Pages/MAP.aspx

Please send your questions/comments to:

Advancements-active@navy.mil
Questions?
BACKUP
Sailor 2025 is the Navy's program to improve and modernize personnel management and training systems to more effectively recruit, develop, manage, reward, and retain the force of tomorrow. We are focused on empowering Sailors, updating policies, procedures, and operating systems, and providing the right training at the right time in the right way to ensure Sailors are ready for the Fleet.... To Read More, download the Sailor 2025 pamphlet

Fleet Scholar Education Program (FSEP) The program is geared for junior and mid-level Unrestricted Line (URL) and Information Warfare Community (IWC) officers.

Secretary of the Navy Tours with Industry (SNTWI) These tours offer the service member a chance to learn from and with leading industry partners to better improve leadership, management, and communications skills.

Meritorious Advancement Program (MAP) MAP provides commands the opportunity to recognize their best sailors, advancing them when they are ready for next level of responsibility.

Career Intermission Program (CIP) CIP is designed to enhance retention by permitting temporary
MAP authorizes Commanding Officers (COs) to advance eligible personnel in paygrades E3, E4, and E5 to the next higher paygrade. The program is intended to give COs and the command the opportunity to recognize their best Sailors by advancing them when they are ready for the next level of responsibility. The program gives greater authority to commands to better shape their workforce and the Navy by developing and rewarding our most talented Sailors.

MAP eligibility has fully expanded to include sea and shore commands. Additionally, the MAP eligibility requirements for advancement increase the number of Sailors eligible for MAP. Quotas are allocated to commands based on billets authorized in paygrades E3 through E5. Quotas are assigned to some commands as well as to the Designated Echelon II/Budget Submitting Office commands for distribution to any eligible sailor within their domain.

Based on feedback and collaboration with Fleet representatives, the number of quotas is expected to increase which will continue to provide greater flexibility for COs to select their best Sailors for MAP and further empower COs to recognize sustained superior performance through immediate advancement.

Your feedback is important as we continue to adjust this program to meet the needs of the Fleet. Please note users must submit for an iNavy Account in order to access the MAP Library Documents. Email your comments, questions or concerns to Advancements-Active@navy.mil.