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 – *merit based!*
  - Flexibility for Command Triad to reward Sailors who display outstanding performance

- **Who is eligible for MAP**
  - All advancement eligible Sailors in paygrades E1 – E5 at all duty stations
  - As of April 2018, open to all SELRES

- **How MAP quotas are awarded**
  - Majority of quotas are allocated to individual commands (based on E3-E5 Billets)
  - Quotas can be redistributed at higher headquarters level to other Fleet units

*Your Hard Work is Recognized*
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 2018
- Highlights
  - Multiple MAP Certification Letters
  - E4 quotas can be used to advance E1 and E2 Sailors
  - Reduced E6 TIR to 1 year (less w/BSO approval)

- Quotas (Est.)
  - 7012 Total
  - 2795 more quotas than FY17
  - 15% of Total ADV (21.72% of E6)

Program has Doubled and Improved with Fleet Feedback
MAP Program Improvements (cont.)

Transformation of MAP

MAP Vision

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

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

- 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-8031

- July – August
  - MAP Open Season
  - BUPERS-072 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 E1 – E5 Sailors
2. Any command can request quotas (even if they already have quotas)
3. Quotas allocated to individual commands
4. Higher Headquarters may distribute their quotas to subordinate commands
5. Use your Chain of Command
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 or issues
9. Competition for quotas and controlled rates is fierce
10. MAP selection is based on sustained superior performance

Entrusting COs to Recognize Our Most Talented Sailors
How Rating Exams Are Developed

Meritorious Advancement Program (MAP)