Meritorious Advancement Program

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Meritorious Advancement Program

- 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 in all duty stations
  - As of April 18, open to all SELRES

- 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 Program Improvements

## 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
- 4217 Total
- 86% increase FY15-17
- 10.4% of Total ADV (19.5% of E6)

## MAP 2018

### Highlights
- Multiple MCLs
- E4 quotas can be used to advance E1 and E2 Sailors
- Reduced E6 TIR to 1 year (less w/BSO approval)

### Quotas
- 7009 Total
- 2795 more quotas than FY17
- 15% of Total ADV (18.60% of E6)

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**Fleet feedback is essential to continually improve MAP**
MAP Program Improvements

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)

Fleet feedback is essential to continually improve MAP
**MAP Annual Timeline**

- **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 effects advancements
  - Commands can still submit their MCL after 1 July

- **September**
  - MAP Redistribution
Meritorious Advancement Program

- Available to ALL eligible E1 – E5 Sailors
- Selection is based on sustained superior performance
- Any command can request quotas (even if they already have quotas)
- Quotas can be re-allocated via the Chain of Command
- Competition for quotas and controlled rates is fierce
- Send your questions/comments to:

  NXAG_N132C@navy.mil or Advancements-active@navy.mil

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

(will be available on MyNavy Portal February 2019)
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