

UNCLASSIFIED//
ROUTINE
R 181252Z JUN 15
FM CNO WASHINGTON DC
TO NAVADMIN
INFO CNO WASHINGTON DC
BT
UNCLAS

NAVADMIN 141/15

SUBJ/MERITORIOUS ADVANCEMENT PROGRAM//

MSGID/GENADMIN/CNO WASHINGTON DC/N1/JUN//
REF/A/MSG/SECNAV/121505ZJUN15//
REF/B/DOC/BUPERS/2NOV07//
REF/C/DOC/OPNAVINST/5FEB09//
REF/D/MSG/CNO WASHINGTON/N1/172213ZOCT14//
NARR/REF A IS ALNAV 050/15, DEPARTMENT OF NAVY TALENT MANAGEMENT INITIATIVES.
REF B IS BUPERSINST 1430.16F, ADVANCEMENT MANUAL FOR ENLISTED PERSONNEL OF
THE U.S. NAVY AND U.S. NAVY RESERVE. REF C IS OPNAVINST 1430.4B, NAVY
RECRUITER MERITORIOUS ADVANCEMENT PROGRAMS. REF D IS NAVADMIN 245/14, COMMAND
ADVANCEMENT PROGRAM UPDATE.//

RMKS/1. Per reference (a) and on-going efforts to further empower command triads in the advancement of our top performing Sailors, the Command Advancement Program is hereby changed in name and scope to the Meritorious Advancement Program (MAP). Program updates will be included in the revision of reference (b).

2. MAP provides commands the opportunity to recognize their best Sailors, advancing them when they are ready for the next level of responsibility. This is about giving greater authority to commands to better shape their workforce and the Navy by developing and rewarding our best talent. To provide flexibility, MAP will allow commands to petition for additional meritorious advancements or surrender those not needed in a given season. Feedback will be important as we continue to evolve and adjust this program to meet the needs of the Fleet.

3. The following guidance is provided to codify and explain the details of this change. Reference (c) is canceled and will be included in the pending revision to reference (b). MAP validation requirements, timeline, policies and procedures outlined in references (b) and (d) for FY-15 are hereby modified.

a. MAP open season will take place 1 July - 31 August 2015. All initial MAP certification letters (MCL) must be received by Enlisted Career Administration/Enlisted Boards (PERS-81) no later than (NLT) 31 August 2015.

b. MAP redistribution season will take place from 1-30 September 2015. If authorized, all additional MCLs must be received by PERS-81 NLT 30 September 2015.

c. Time-in-Rate remains: 1 July 2015.

d. Date-of-Rank (DOR) remains: 1 July 2015 or date of CO's MCL, whichever is later. Commands are encouraged to submit MCLs as early as possible.

e. MAP candidates must be attached to the MAP authorized command during the FY-15 MAP season (i.e. any day(s) from 1 July 2015 - 30 September 2015).

f. Per reference (b), pre-commissioning units are not authorized to

submit MCLs until on or after actual delivery date or in-service date, whichever is sooner.

4. MAP Certification Letter. Commands can begin submitting MCLs upon release of this NAVADMIN; however, the earliest effective DOR for MAP candidates identified before the open season is 1 July 2015. All other MAP advancements will be the date of the MCL. All commands authorized MAP quotas in references (b) and (d) are required to submit one consolidated MCL during the FY-15 MAP open season. The MCL must include all candidates selected for the FY-15 MAP open season, or submit the letter stating *none* if the command chooses not to select any candidate(s). Negative responses are required. Commands will continue to be afforded the opportunity to correct any discrepancies per reference (d). An additional MCL will be required if the command is provided additional MAP quotas in accordance with paragraph (5) and negative responses are required.

a. An example of a MCL will be posted on the Navy Personnel Command (NPC) website at <http://www.npc.navy.mil/bupers-npc/career/enlistedcareeradmin/Pages/Advancement.aspx> upon the release of this NAVADMIN.

b. The example MCL will also be sent out via the career counselor network. If your command career counselor does not receive the example certification letter and cannot access the NPC website, please contact PERS-81 at advancements-active@navy.mil and a copy will be e-mailed.

c. E-mail is the preferred method for submission of the MCL to PERS-81 at: advancements-active@Navy.mil. An e-mail response validating the MCL should be received within four business days of submission.

5. MAP Quota Utilization. During the FY-15 MAP open season, authorized commands have the opportunity to return unused quotas and/or request additional MAP quotas as a part of the MAP certification process.

a. Each authorized command must identify unused quotas in paragraph 3 of the MCL, if applicable. Provide brief explanation as to why quota(s) were unused (e.g. lack of eligible candidates). Returning quotas will not reduce or affect the command's future number of MAP quotas.

b. Each authorized command may request additional quotas, by pay grade and rating, in paragraph 4 of the MCL. MAP authorized commands do not need to utilize all initial quotas in order to request additional quotas (e.g. return of two E4 quotas and request for one additional E5 quota is authorized).

c. During the FY-15 MAP redistribution season, unused quotas will be redistributed to the returning MAP command's echelon II commander. Pending availability, additional quotas may only be provided to commands that requested additional quotas in their MCL.

d. Once additional quotas have been granted, the MAP candidate(s) must match the paygrade authorized or be used for a lower paygrade, provided the lower paygrade and rating was requested in the MCL (e.g., if an additional E5 MAP quota is authorized, it can only be used for an E5 or E4 advancement).

6. Further expansion of MAP is under review by Chief of Naval Personnel and Fleet leadership.

7. Points of contact for additional information is Navy Personnel Command Customer Service Center (NPC CSC), at 1-866-u-ask-npc (1-866-827-5672) or via e-mail at uasknpc@navy.mil.

8. Additional information and frequently asked questions may also be found

at <http://www.npc.navy.mil/bupers-npc/career/enlistedcareeradmin/Pages/default1.aspx>.

9. This NAVADMIN will remain in effect until reference (b) has been revised in its entirety or until it is superseded or canceled, whichever comes first.

10. Released by Vice Admiral W. F. Moran, N1.//

BT

#0001

NNNN

UNCLASSIFIED//