

## Ten Things to Know about the New Detailing Marketplace

The new Detailing Marketplace Assignment Policy (DMAP) went live on MyNavy Assignment (MNA) on March 1.

This new way of doing business offers a wide range of incentives to Sailors in sea-intensive ratings in exchange for serving at sea in critical operational billets.

DMAP Phase 1 replaced the existing Sea Shore Flow Policy for Aviation Boatswain's Mate (Fuels) (ABF), Aviation Boatswain's Mate Aircraft (Handling) (ABH), Gas Turbine Systems Technician (Mechanical) (GSM), and Culinary Specialist (CS). The remaining 12 sea-intensive ratings will phase into DMAP in the future.

Initially announced in NAVADMIN 280/21 on Dec. 9, these changes result from a multi-year effort consisting of focus groups, surveys and table-top exercises with Sailors from around the fleet. Sailors now have options such as a new incentive pay, advancements and future shore duty priority in exchange for spending more time on sea duty.

Those ratings not in the first phase of DMAP will still see non-monetary incentives such as credits for staying at sea that can be cashed in for priority in shore tour selection later.

As a reminder for commands and Sailors, if you are in one of the four DMAP Phase 1 ratings as described in NAVADMIN 280/21, you are "in" DMAP. There is no need to "Opt-In" to DMAP to take advantage of the incentives and options DMAP offers. However, to enter the marketplace and take advantage of the opportunities, commands must submit an Electronic Personnel Action Request (NAVPERS 1306/7) to inform the detailers to adjust the projected rotation date for eligible Sailors.

This will give Sailors access to MyNavy Assignment (MNA) to apply for a new set of orders. Delays in submitting 1306/7s will result in missed opportunities for Sailors.

Sailors and their commands should also arm themselves with the latest information to maximize the benefit DMAP brings. Here are answers to ten



commonly asked questions:  
**How many quotas for each MNA cycle will there be for my rate?**

MyNavy HR took a hard look at DMAP and recognizes this is a substantial shift in how we do business. Though quotas will not be published, a considerable number will be available. We will constantly adjust how many quotas are available for each MNA cycle, maintaining flexibility in Phase I as we see utilization rates and continued program growth.

**What will my effective date of pay be for Advance to Position (A2P), Command Advance to Position (CA2P) and Detailing Marketplace Incentive Pay (DMIP) payments?**

Congratulations to those already advanced under A2P and CA2P! If accepted for an opportunity, your CO can frock you after you obligate through the PRD of your next tour, but before departing for any required training for your new job. Your effective date for advancement and pay purposes comes on the first day of the month following reporting back to your current command for CA2P or new command in A2P after completing any required schools or interim stops. DMIP payments will begin on your 49th month on sea duty and continue each month until you complete your journeyman sea tour.

**What do I need to do to be eligible for A2P or CA2P?**

Review the published DMAP NAVADMIN 280/21 and forthcoming BUPERS policy before working with your command career counselor (CCC) and educational services officer (ESO) to determine if you're eligible and if you should request a Projected Rotation Date (PRD) shift to enter the marketplace or start working with your current command to receive a CA2P opportunity.

Sailors that have been on sea duty for 36 months and have passed the most recent Navy Wide Advancement Exam (NWAEE) are eligible for A2P. Commands can CA2P Sailors that have been on sea duty for two years and have passed the most recent NWAEE, provided the command has a vacant or projected-to-become vacant E-5 billet for the Sailor to fill.

**How will I know if I'm selected for A2P or DMIP?**

Expect to see updates for 1306/7 adjudication and A2P selection via MNA. For CA2P, your command will notify you if PERS-4 has approved billet realignment. You will see if you've selected for A2P in MNA or correspondence with your detailer. If chosen for A2P or CA2P, you will then receive DMIP.

**What will determine if I'm selected for a DMAP billet and can I make myself more competitive?**

In a similar way to the NWAEE process, there are key things you can work on to make yourself more competitive in the selection process. Your final multiple score (FMS) weighs heavily in grading. Continue to study hard for the exam and perform as well as you can in your job to get the highest FMS possible. Also, you are graded on how well your skills fit the job for which you are applying. This includes factors such as paygrade of the job, required Navy Enlisted Classification Codes (NECs) and rating. Detailers select the best and most qualified based on the applicant pool for each job.

**Can I communicate directly with my detailer about DMAP opportunities?**

You are always welcome to communicate with your detailer, who has the most up-to-date information on current DMAP opportunities in your rating.

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# Ten Things to Know about the New Detailing Marketplace - Cont'd



## Can I choose what billet I want?

You can choose! All sea duty billets advertised in MNA are in DMAP for those currently on sea duty in an apprentice tour. All sea duty jobs at the E-5 paygrade within MNA are available as potential DMAP opportunities for eligible Sailors. **Can I take the NWAEE if approved for a DMAP opportunity?**

If approved for any DMAP advancement opportunities (like A2P and CA2P), you may continue participating in the NWAEE process before advancing via A2P/CA2P. If selected for advancement via NWAEE, you may be able to advance earlier and begin drawing pay at the higher paygrade. Regardless, your advancement method will not affect your DMIP payments, nor will it affect your obligation or PRD.

## If I am limited duty or pregnant, can I participate in DMAP?

You may still participate in DMAP if you are on limited duty or expecting. If you cannot serve on sea duty actively, your DMIP will stop for the period in which you are ashore. Pay restarts the same month you return to sea duty from limited duty or a post-qualifying birth event.

## Can I be separated if not selected for a DMAP billet at my EAOS/SEAOS?

If not selected for a DMAP opportunity in the three MNA cycles, your PRD will revert to EAOS/SEAOS and you will continue serving on sea duty. If you then want to separate, you will go through

normal out-processing procedures available for all Sailors. The Navy highly encourages all Sailors to review conversion and SELRES opportunities with your CCC before separation. To find out how you can transition from AC to SELRES, read NAVADMIN 084/22.

## Navy Updates Policy for Sailors with PFB

As a result of feedback from Sailors and waterfront leadership, the Navy has updated the grooming policy and requirements for Sailors diagnosed with the shaving-related condition pseudofolliculitis barbae (PFB) in NAVADMIN 064/22 announced on March 9.

Navy dermatologists and the Navy Uniform Matters Office conducted the latest periodic review of the instruction regarding management of Sailors diagnosed with PFB and took into account recommendations from Sailors directly affected by PFB. This latest update provides guidance for those Sailors, military medical care providers and commanding officers.

PFB, also referred to as razor bumps, is caused when tightly curled beard hairs, sharpened by shaving, curve back and re-enter the skin, resulting in facial inflammation, bumps and infections.

The update also announced that Sailors diagnosed with PFB are now authorized to outline or edge their beards.

"We listened to recommendations of Sailors personally affected by PFB and we worked with our medical professionals to refine the Navy's PFB management policy and procedures," said Robert B. Carroll, head of the Navy Uniform Matters Office. "These changes directly reflect the Navy's commitment to Sailors' health, safety and mission readiness in the force."

With this update, the Navy also eliminated the mandate of carrying a facial hair waiver or "no-shave chit" while in uniform. Sailors have the option to maintain a copy of their waiver treatment form on a personal portable electronic device or a paper

copy for convenience in situations such as embarking a ship or temporary duty assignments where medical records may not be immediately available.

Another major update to the instruction will ensure that PFB treatment failures are not considered as grounds for a Sailor's administrative separation. In the vein of prescribed treatments, Sailors diagnosed with PFB no longer have to consider laser hair reduction as a required treatment.

For Sailors whose conditions do not

improve with PFB medical treatments, the duration between required evaluations will now occur every two years, unless prescribed more frequently by their military medical care provider.

The Navy Uniform Matters Office welcomes feedback and recommendations from Sailors regarding uniform and grooming policies via the MyNavy UNIFORMS App or MyNavy Portal. Sign into MNP, select Professional Resources, then select U.S. Navy Uniforms and "Ask the Chiefs."





# Sexual Assault Prevention & Response (SAPR)

**RESPECT.  
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# NPC's Virtual CPO Optimization Symposium

Senior enlisted leaders, manning representatives from across the Navy and detailers wrapped up a virtual manning summit on March 4, which focused on identifying critical leadership gaps and filling them with Chief Petty Officers (CPOs).

Navy Personnel Command (NPC) hosted the event, which examined nearly 3,000 records of chiefs who are: assigned to billets below their paygrade, in excess aboard their current command, or possess critical leadership and expertise skills. Representatives from aviation, surface and submarine forces, special warfare and joint commands worked with NPC detailers and placement personnel to identify opportunities to align chiefs to jobs.

"The goal, put simply, is to align the maximum number of chiefs to chief

billets," said NPC Force Master Chief Chris Detje. "This summit allowed fleets and type commanders to work with NPC in filling their most impactful gapped billets with the right people."

In October, NPC hosted a similar manning summit to realign master chief and senior chief billets.

Summit participants looked carefully at each chief's record to not only identify opportunities but to make sure a move made sense, Detje added.

"Sailors with critical NECs, filling an overseas DoD tour, or who have pending or approved fleet reserve requests are likely to remain in their current command," he said. "Family situations such as spouse co-location, and the exceptional family member program are also factors that may prevent movement."

Of the nearly 3,000 chiefs whose records were examined, 183 received an adjusted planned rotation date, 220 are expected to cross-deck to another command, and 223 were realigned to a valid billet at their current or prospective command.

Detje said those with local moves or realignments can expect orders within 60 days. Those requiring funded geographic moves will have longer to arrange household goods moves. Report dates will be based on timing for moves, with some later than others; if, for instance, a chief is expected to go into a currently occupied billet where the current billet holder will not detach for a while.

Detailers will contact those selected for moves and realignments. Sailors can expect the move process to begin in the coming months.

## Navy Publishes FY-23 CPO Board Details and Timelines

Navy personnel officials announced timelines, eligibility details and guidance for the Fiscal Year 2023 active-duty and Reserve Chief Petty Officer Selection Boards.

These details and much more were released in NAVADMIN 072/22 on March 18.

Putting on the anchors of a Chief Petty Officer and joining the Mess is a pivotal moment in any Sailor's life. Navy personnel officials recommended reading the message in its entirety to ensure each board evaluates all eligible Sailors.

The Reserve Component (RC) Board, which considers those in the Selected Reserve (SELRES), mobilized Individual Ready Reserve and Canvasser Recruiter Sailors (Cycle 110) convenes June 6 and adjourns June 24. The Active Duty (AC) Board which also considers those from the Training and Administration of the Reserves (TAR) (Cycle 254) convenes July 5 and adjourns July 29. Key dates before that are:

**Feb. 28:** Individual augmentation evaluations used for time-in-rate (TIR) waivers must have an ending date by this date and must be available to the board.

**May 6:** RC candidates changing ratings must be in their new ratings before this date to be considered in that rating by the board.

**May 23:** Letter to the board (LTB) deadline for the RC E-7 selection board.

The Active Component (AC) (Cycle 254) board convenes July 5 and adjourns July 29. Key dates before convening are:

**Feb. 28:** Individual augmentation evaluations used for TIR waivers must have an ending date by this date and must be available to the board.

**June 5:** AC board candidates changing ratings must be in their new ratings before this date to be considered in that rating by the board.

**June 20:** AC E-7 selection LTB



deadline.

For both boards, the TIR date must be on or before Jan. 1, 2020, and the terminal eligibility date used to compute TIR is Jan. 1, 2023. If an early promotion waiver is granted, the evaluation used in giving the waiver must be available to the board. High-year tenure (HYT) waivers must be approved before the board convening date. More details on HYT are in the NAVADMIN.

Many ratings require security clearances to be in effect to be selected to chief. Currently, those ratings are AC, AE, AG, AO, AT, AWF, AWO, AWR, AWS, AWV, AZ, CTI, CTM, CTN, CTR, CTT, EOD, ET, FC, FCA, GM, HT, IC, IS, IT, LN, MA, MC, MN, ND, OS, QM, SB, SO,

STG and YN, as well as all nuclear and submarine ratings.

Letters to the Board must come from the individual candidates. Each letter and enclosure must contain the candidate's full name and 10-digit DoD identification number.

The preferred method for submitting LTB is electronic. This service is available through the ESSBD option at BUPERS Online or the MyNavy Portal at <https://www.mnp.navy.mil/group/advancement-and-promotion>.

Those unable to submit their letters electronically can still mail them in; however, they must be received by the board's due date. Procedures for mailing board packages are in the NAVADMIN.





# 3.0

# FULL SPEED AHEAD

A year after the release of Task Force One Navy's (TF1N) final report, the momentum this effort created continues with a new release of the Navy's long-standing Full Speed Ahead (FSA) training.

Announced on March 18 in NAVADMIN 075/22, FSA 3.0 is command-facilitated training that builds on the two previous series releases by emphasizing character, competence, leadership, and personal and organizational growth.

"TF1N identified the need to have 'open, honest, and necessary conversations across our Navy' and that 'these conversations are vital for our Navy team, as understanding and connection builds teamwork, and teamwork builds trust,'" Vice Adm. John B. Nowell Jr. said in the message.

"It operationalizes the Culture of Excellence, emphasizing the themes of toughness, trust, and connectedness. As with its predecessors, FSA 3.0 blends scenario-based videos with small group discussions led by Command Facilitators or other selected command personnel."

The training isn't a requirement. Instead, it's a way commands can work internally by enabling "honest, humble, and transparent discussion about current performance" and "challenges each of us to support others," Nowell said.

"While there is no mandate to conduct FSA 3.0 training, there is strong anecdotal evidence that the training is both needed

and wanted in the fleet," Nowell said. "As such, subordinate commands have the discretion to mandate FSA 3.0 training within their organizations."

The interactive training consists of four face-to-face peer group-led modules.

Its delivery uses Navy problem-solving tools and best practices to create opportunities for teams to progress. The training encourages critical thinking, compels respectful and collaborative discussion, inspires adherence to the Navy core values, and champions a complete integration of the Navy's core attributes and Signature Behaviors.

The training is most effective if delivered in succession, each module building on the last. Commands are encouraged to give time between modules, allowing Sailors to process and reflect on what they learned. However, each module can also be stand-alone training.

The four FSA 3.0 modules are: Sailor Identity and Connectedness; Trust and Fairness; Diversity, Equity, and Inclusion; and Sailor Today, Sailor Tomorrow.

There are no paygrade requirements for facilitating these courses. However, commands should seek out exemplary and dynamic command members able to actively engage Sailors during the sessions.

While formal certification is not required, commands are encouraged to use previously Certified Command

Facilitators or send new Command Facilitators to the FSA 3.0 Train-the-Trainer course. The Navy's 21st Century Sailor Office will conduct training in each Navy region throughout fiscal year 2022. A list of scheduled locations and dates is in the NAVADMIN.

"The Navy has teams with great culture and great performance, but we also see examples of teams with poor culture and weak performance," Nowell said. "The gap between our best and our worst performers is too great. To remain the world's strongest Navy, we must consistently have strong performance."

For this reason, Nowell said the fleet should never view FSA 3.0 training as "one and done" training. Instead, he recommends commands take ownership of this training with leaders regularly assessing their command's level of knowledge and understanding of the topics discussed through day-to-day conversations with Sailors.

"Behavior change takes practice," Nowell said. "The measure of success for this training will be the extent to which Sailors remain engaged up and down the chain of command and continue the conversation among their peers about making good decisions, modeling Signature Behaviors, and treating everyone with dignity and respect."

Complete information and contact points for this training are available in the NAVADMIN.



## Watch your Special Leave Accrual Balances

Sailors with accrued excess leave due to COVID-19 restrictions in the past two years should be working to whittle down their balances over the next two years or face losing those days.

Last year, the Navy approved Special Leave Accrual (SLA) for fiscal year (FY) 2021 in NAVADMIN 159/21 on July 28, 2021.

This meant Sailors on active duty in FY-21 could carry over more than 60 days of leave into FY-22. Sailors may not, however, carry more than 120 days of leave as part of SLA. This SLA approval only protects a Sailor's leave balance as of Sept. 30, 2021 and does not affect leave earned after that date unless additional SLA is authorized.

Sailors have until Sept. 30, 2024, to whittle their SLA balance back down to the 60-day limit.

"We are half-way through FY 2022 and this reminder is to ensure Sailors, in coordination with their command leadership, are planning ahead in order to take full advantage of their leave entitlements while considering their unit's schedule and operational commitments," said Mr. Rob Sorensen, Director, Military Personnel Plans and Policy.

At the end of normal fiscal years, unused leave exceeding 60 days is lost. SLA temporarily increased that limit up to 120 days for leave balances as of Sept. 30,



2021. This extra allowed leave balance is noted in the remark's section of a Sailor's Leave and Earnings Statement (LES). A Sailor's SLA balance is calculated as the difference between "Combat Zone LV Carryover Balance" on their LES and the authorized maximum leave carryover balance, which is 60 days.

No action is required by either the Sailor or their command to retain their SLA-protected leave because it is automatically tracked by the Defense

Finance and Accounting Service.

Enlisted members with 120 or more days can sell back unused leave. However, the law limits this to once in a career and only up to 60 days total. Officers are not authorized to sell back leave in this situation.

For more information on military pay entitlements and instructions on how to read an LES, go to <https://www.dfas.mil/MilitaryMembers/payentitlements/aboutpay/>.

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# THE 2022 PRT SEASON IS HERE!

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