

# SAILOR **TO** SAILOR

THE OFFICIAL NEWSLETTER OF MYNAVYHR

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# NAVY ANNOUNCES DMAP PHASE II RATINGS AND DETAILS

DCFN Joseph Leitner fights a simulated fire during damage control training aboard amphibious assault carrier USS Tripoli (LHA 7). (U.S. Navy photo by MC2 Malcolm Kelley)

**By MC1 Mark D. Faram, Chief of Naval Personnel Public Affairs**

The Navy will double the number of ratings eligible for sea duty incentives under the new Detailing Marketplace Assignment Policy (DMAP), which is replacing the legacy Sea Shore Flow policy for the Navy's most sea-intensive ratings.

Effective with December's MyNavyAssignmentCycle, DMAP Phase II adds the Machinist's Mate, Damage Controlman, Interior Communications Electrician and Retail Specialist ratings -- which add over 900 new sea duty jobs to the marketplace.

The additions bring the total number of DMAP ratings to eight. Phase II was announced in NAVADMIN 228/22 on Oct. 6.

The new quartet of ratings

joins the initial cadre of Aviation Boatswain's Mate (Fuels), Aviation Boatswain's Mate (Handling), Culinary Specialist and Gas Turbine Systems Mechanic, which remain in the program.

For Sailors in these sea intensive ratings, incentives now include incentive pay, advancements, and sea duty credits which can be swapped in the future for priority in picking shore duty - simply for spending more time at sea.

"These ratings were chosen based on review of the largest number of systemic sea duty gaps and the most value brought to the Fleet in Phase II implementation," Vice Adm. Rick

Cheeseman Jr., the chief of naval personnel, said in the message.

"Additional sea-intensive ratings were closely considered and will continue to be reviewed for DMAP in future phases."

The way DMAP works is through offering a bevy of incentives for Sailors in sea-intensive ratings after completing four years of their first sea tour as an Apprentice (E4 and below).

At this point, incentives will be offered to serve a follow-on, three-year sea tour at the Journeyman (E5) level. This is called the DMAP 4+3 Sea Tour Option. The incentives kick in after the initial four years for those committing to the follow-

on three-year sea tour either at their current command or elsewhere.

Here's a look at the incentives on the table:

Detailing Marketplace Incentive Pay (DMIP) is an extra monthly payment for Sailors who take the 4+3 sea duty option, which they will receive for the entire three-year Journeyman sea tour. DMIP rates are between \$200 and \$800 per month, depending on location and type of sea duty.

Advance-to-Position (A2P) gives E4 Sailors eligible for E5 the chance to apply for an E5 sea duty assignment in the detailing marketplace, and if selected, be permanently advanced to that paygrade once in the job. Sailors must have passed their most recent Navy Wide Advancement Exam but have not yet been selected for advancement. They must also extend or reenlist to meet the three-year tour length.

Command Advance-to-Position (CA2P) allows Commanding Officers to retain top-performing, advancement-eligible E4 Sailors who have not yet entered the detailing marketplace by permanently advancing them to E5 to fill a vacant, or projected-to-become vacant, E5 billet at their current command. These Sailors advance to E5 upon filling the E5 position at their current command.

Similar to A2P, Sailors must have enough obligated service to complete a total of seven years at their command, including any training pipelines. If necessary, they must extend or reenlist to fill the billet. This is a great option for Sailors looking for geographic location stability.

CA2P replaces MAP for all eight DMAP ratings at the E4 to E5 advancement point and will now only be available at afloat commands.

All Sailors on sea duty will now earn what's called Continuous Sea Duty Credits (CSDC). A Sailor starts accruing credits when reporting to sea duty and the counter is reset each time a Sailor reports to shore duty.

These credits come into play when negotiating shore duty orders. Those with the most credits will get priority consideration in the assignment process giving them an edge when competing for highly sought-after positions. When two equally qualified Sailors are competing for a position, these sea duty credits will serve as the tiebreaker.

Sailors on sea duty in the new four DMAP ratings whose scheduled rotation is on or before Dec. 1, 2023, will automatically be enrolled into DMAP unless they opt out for their upcoming assignment process by Nov. 15. Those opting out will then negotiate orders through the legacy Sea Shore Flow marketplace.

Opting out requires command endorsement of an Electronic Personnel Action Request (NAVPERS 1306/7) sent to their detailer by the Nov. 15 deadline.

"DMAP represents a major paradigm shift in how the Navy mans the Fleet," Cheeseman said in the message.

"As such, MyNavy HR continues to Get Real and Get Better by analyzing and applying lessons learned from Phase I and intends to collect data and feedback to help inform future program adjustments. Sailor and command flexibility and feedback remain key enablers to ensuring success."

More information about DMAP can be found at the Detailing Marketplace tab on the MyNavy HR website, <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Detailing-Marketplace>.

**DMAP PHASE II RATINGS ADDED**

DC

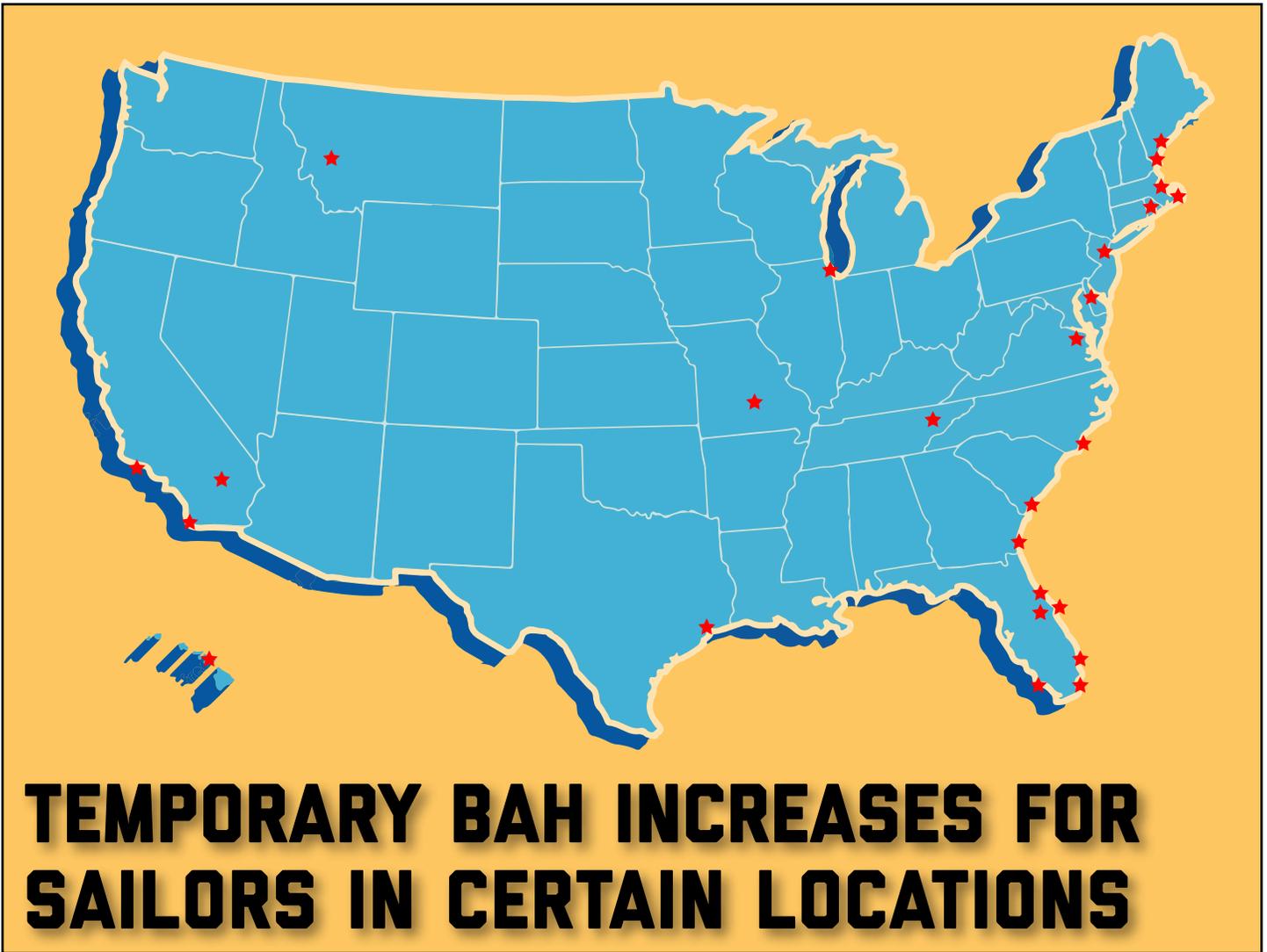
RS

MM

IC

**SAILORS IN THESE RATINGS WITH A PRD ON OR BEFORE 01 DEC 2023 MAY OPT OUT OF DMAP BY SUBMITTING A NAVPERS 1306/7 TO THEIR DETAILER BY 15 NOV 2022**

The graphic features a dark blue background with a white horizontal line. Below the line are four white icons: crossed hammers (DC), crossed cutlasses (RS), a radiation symbol (MM), and a telephone handset over a globe (IC). The text is in bold yellow and white.



# TEMPORARY BAH INCREASES FOR SAILORS IN CERTAIN LOCATIONS

## From Chief of Naval Personnel Public Affairs

Thousands of Sailors nationwide will see a temporary hike in their Basic Allowance for Housing (BAH) as part of a Department of Defense (DOD) initiative to help combat higher costs of living in the hardest hit areas around the country.

The increases were announced in NAVADMIN 221/22 on Sept. 30, 2022.

There are six Navy centric locations included in the 28 military housing areas (MHA) identified by the DOD where the cost of rental housing has increased by an average of at least 20 percent recently, making it especially challenging for service members and their families in these MHA to find affordable housing near their duty stations.

Specifically for Sailors, housing areas seeing increases are San Diego, Calif., Miami and Ft. Lauderdale,

Fla., Kings Bay and Brunswick, Ga., as well as Newport and Providence, R.I. Sailors living on non-Navy bases around the country should check the complete list of to see if they are in line for an increase in their area.

The increased BAH rates take effect Oct. 1 and will continue through Dec. 31, 2022.

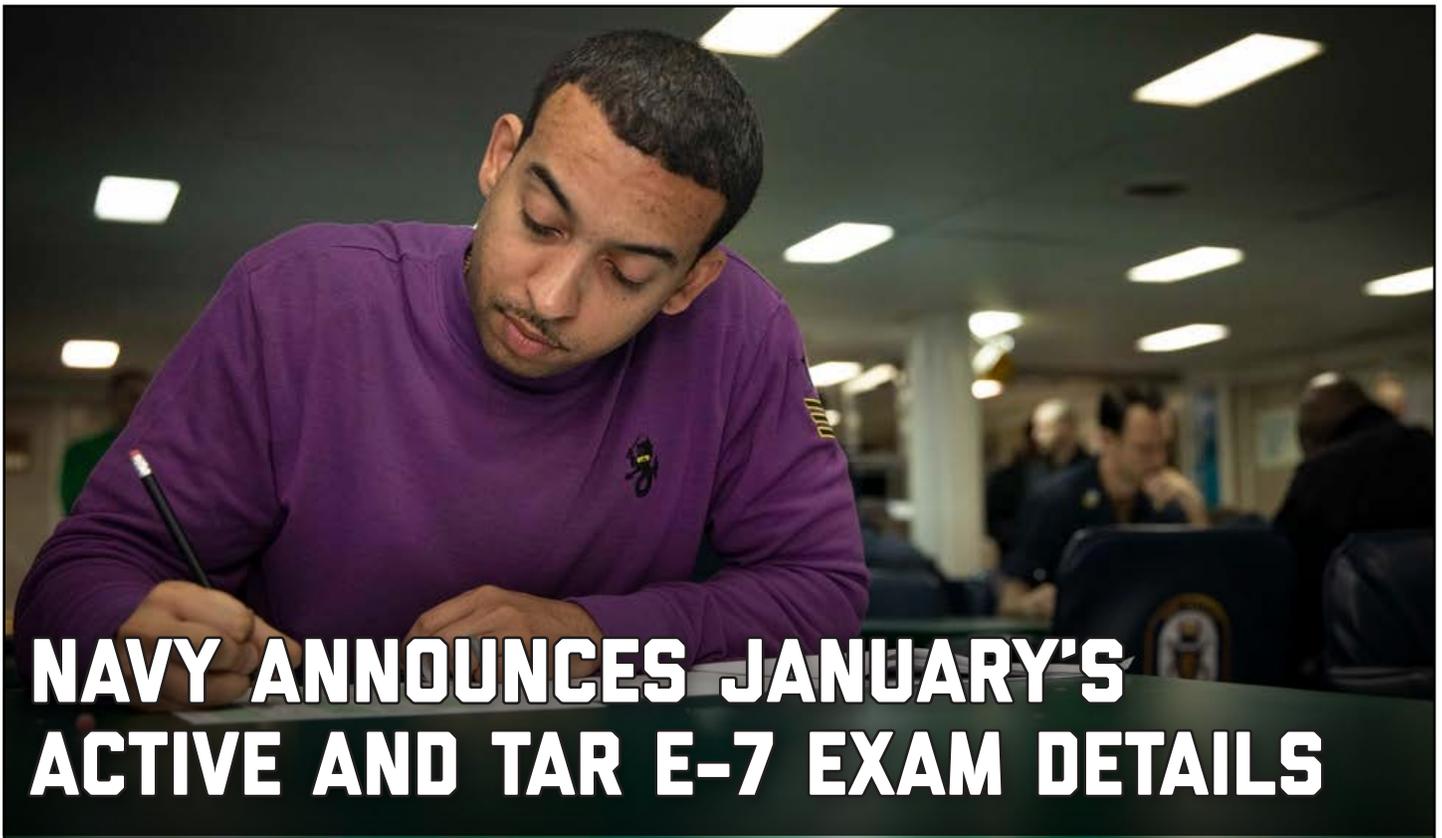
Sailors assigned to a duty station in one of the affected housing areas will receive the BAH increase automatically. No application is necessary nor is it necessary to certify they have incurred higher housing costs. These automatic increases are expected to raise the total calendar year 2022 BAH payouts to service members by an estimated \$206 million by year's end.

The 2023 BAH rates will replace these temporary rates on Jan. 1. By law, normal BAH rate protection

– which protects members from decreases in housing market costs – does not apply to these types of rate increases. However, DoD is making every effort to ensure rates remain as stable as possible and will not vary significantly from the new 2023 rates.

For a list of the increased rates in the 28 MHAs, visit [https://www.travel.dod.mil/Portals/119/Documents/BAH/BAH\\_Rates\\_All\\_Locations\\_All\\_Pay\\_Grades/PDF-Excel/2022\\_Automatic\\_BAH\\_Rate\\_Increases.pdf](https://www.travel.dod.mil/Portals/119/Documents/BAH/BAH_Rates_All_Locations_All_Pay_Grades/PDF-Excel/2022_Automatic_BAH_Rate_Increases.pdf). Alternately, members can use the BAH calculator at <https://www.travel.dod.mil/Allowances/Basic-Allowance-for-Housing/BAH-Rate-Lookup/>.

For more information on the Basic Allowance for Housing, visit <https://www.travel.dod.mil/Allowances/Basic-Allowance-for-Housing/>.



# NAVY ANNOUNCES JANUARY'S ACTIVE AND TAR E-7 EXAM DETAILS

ABF1 Christopher Hunter, assigned to the amphibious assault ship USS Bataan (LHD 5), takes the E7 Exam. (U.S. Navy photo by MCSA Trevor Decker)

## By MC1 Mark D. Faram, Chief of Naval Personnel Public Affairs

The Chief of Naval Personnel announced details for the January 2023 (Cycle 258) E-7 Navy-wide advancement examination for active-duty Sailors and those in the Training and Administration of Reserves (TAR) community.

For the first time in two years, E-7 exam administration returns to a single day of testing – Jan. 19, 2023 – after two years of testing during a range of days to limit COVID-19 exposure, according to NAVADMIN 226/22 on Oct. 5.

Commands with conflicts for the set testing day can apply for a waiver from Navy Personnel Command (PERS-8) to test on an alternate day through Jan. 31, the message said.

The message gives key dates and requirements for eligibility leading up to exam administration only. Details about the selection board itself will be released in a separate message in the coming months.

E-6's planning to take the exam must have completed their Professional Military Knowledge

- Eligibility Exam (PMK-EE) by Nov. 30.

This online-only PMK-EE test must be completed just once at each paygrade, meaning if the requirement was met for a previous cycle, you should not need to repeat the training. However, a good rule of thumb is to check your records and ensure the documentation is there.

To be eligible to take the exam, Sailors must have three years of time in rate (TIR). The terminal eligibility date used to compute this time for the exam is Jan. 1, 2024, making the minimum time in rate date on or before Jan. 1, 2021.

The only exceptions to this is when commanding officers or officers in charge approve early promote Sailors to take the exam a year early. For those Sailors the date is on or before Jan. 1, 2022.

Educational Services Officers must verify TIR eligibility lists on the Navy Enlisted Advancement System website at <https://neas.ncdc.navy.mil>. These lists, along with

exam ordering information, are available on the Navy Advancement website. Approved substitute exams must be ordered by Jan. 31, 2023.

Sailors at or above high-year tenure must have a waiver that will be effective Sept. 1, 2023, and must be approved by Jan. 19, 2023.

Many ratings require a security clearance for all Sailors and the reference to where you can find a complete list is available in the NAVADMIN. It is a good idea for Sailors to verify their security clearances prior to testing.

Sailors in these skills must have a favorable investigation adjudication by the Department of Defense Consolidated Adjudication Facility reflected in the Defense Information System for Security (DISS) prior to Jan. 1.

For further NEAS information, to include exam verbatim and other related documents visit MNP at <https://www.mnp.navy.mil/group/advancement-and-promotion/command-information>.



# MYNAVY COACHING TEAM VISITS NEWPORT

Master Chief Courtney Barber, MyNavy Coaching senior enlisted leader provides guidance during mock coaching sessions at a MyNavy Coaching training event at the Senior Enlisted Academy on Naval Station Newport. (U.S. Navy photo by MC2 Derian Luce)

## By Mass Communication Specialist 1st Class Mark Meredith

The MyNavy Coaching team visited Newport for a series of four-hour coaching workshops at Officer Training Command (OTC) and the Senior Enlisted Academy (SEA), and meetings with leaders at the Naval Leadership and Ethics Center (NLEC), Sept. 7-13, 2022.

Command Master Chief Duncan MacLeod and Master Chief Aviation Maintenance Administrationman Courtney Barber from Navy Personnel Command's Talent Management Task Force led the workshops for OTC and the SEA.

"It's been the most enlightening process," said Lt. Micaela Barter-Kulian, from Officer Development School, who participated in the training. "I had to challenge my own way of thinking. I would say that it has broadened the way I think and interact with people."

The team also met with members of the OTC team to discuss the MyNavy Coaching workshops, their importance, and where they may be implemented within the curriculum. This

also allowed the team to assess how MyNavy Coaching would be useful for instructors to be utilized with their candidates and to actually practice using the key coaching techniques.

MyNavy Coaching is a Chief of Naval Personnel-led initiative to build and sustain a peer-to-peer coaching culture within the Navy with the goal to make our Sailors more coach-like. Coaching is a developmental, collaborative partnership between a coach and a coaching partner, the purpose of which is to deliberately grow, broaden, and sustain development of the coaching partner to enhance performance through personal and professional goal setting and constructive feedback.

"We can't lead today's Sailors with yesterday's mindset," said Barber. "As the world continues to modernize and evolve, we need to figure out how to keep the amazing people and Sailors we have, and coaching is that tool."

Coaching is a communication and leadership skill that utilizes

active listening, empathy, and asking powerful open-ended questions. Using coaching as a communication skill allows for communication in an open, honest, and respectful way that promotes bi-directional feedback and growth to achieve the best performance.

Senior Chief Quartermaster Henry Nicol, a facilitator at the SEA, says this workshop has been insightful. "At SEA we are here as facilitators to discuss leadership topics and skills, and this is going to help build on that and give people more insight into what it means to be a chief petty officer," he said. "As chiefs, we're already in the role as a coach and this reinforces and puts a title on what we do."

MyNavy Coaching also ties in with the Chief of Naval Operations' call to action for every Navy leader to "Get Real, Get Better." Through self-assessment and self-correction, Get Real, Get Better is a call to action for every Navy leader to apply a set of Navy-

proven leadership and problem-solving best practices.

"MyNavy Coaching is one of the legs holding up Get Real, Get Better, because it's about communication, collaboration, teamwork and coming together to solve problems," said Barber. Get Real, Get Better encourages leaders to be honest, humble, and transparent about their

performance and to acknowledge that there is always room for improvement.

"We need to be self-aware and self-assessing and coaching makes us not only aware of ourselves but aware of our superiors and subordinates, so being an effective coach will help us get real and make the team get better," said Nicol.

The mission of MyNavy Coaching is to inspire coaching partners to reach their potential and achieve maximum performance outcomes through coaching partnerships.

For more information on MyNavy Coaching please visit: <https://www.mynavyhr.navy.mil/Career-Management/Talent-Management/Coaching/>.

# FROM FLEET TO THE FLEET

BY FLTCM DELBERT TERRELL JR., PERSONNEL, MANPOWER, & TRAINING

## Happy Birthday Shipmates!

This year we celebrate our Navy's 247th Birthday. The chosen theme this year is: "On Watch - 24/7 for 247 years, highlighting our enduring ability as a Navy to stay fully-ready to respond to and effectively deter emanating threats.

As I reflect on our Navy history and heritage, I am grateful for the men, women and their families that have stood the watch and fought before us.

Daily for 247 years these Sailors have defended our nation and our way of life, in the air, on and under the sea, as well as the land, often braving austere conditions and environments that, in some cases are very tough to imagine today.

Their persistence, resolve and fight is the substance that made us the world's greatest Navy, and we are grateful for all they've done.

As we celebrate our

heritage and traditions this year, always remember our compass -- our Navy Core Values of Honor, Courage and Commitment.

It's this foundation that aligns us to true north:

**Honor:** "I will bear true faith and allegiance..."

Meaning we will conduct ourselves in the highest ethical manner in all relationships with peers, superiors and subordinates. We are accountable for our professional and personal behavior. We will be mindful of the privilege to serve our fellow Americans.

**Courage:** "I will support and defend..."

This means we will have the courage to meet the demands of our profession and the mission when it is hazardous, demanding, or otherwise difficult. Courage is the value that gives us the moral and mental strength to do what is right, even in the face of personal

or professional adversity.

**Commitment:** "I will obey the orders..."

We must demand respect up and down the chain of command while treating everyone with human dignity. We are committed to positive change and constant improvement. The day-to-day duty of every Sailor is to work together as a team to improve the quality of our work, our people and ourselves.

As we mark these 247 years of naval history, take a moment to reflect and re-commit to these values. We must embrace being part of something much bigger than ourselves. We celebrate by exchanging personal and unique experiences with our shipmates while always remembering those who raised their hand before us.

Thank you for what you do every day and Happy Birthday Navy!

*Fleet J.*





# PACT FLEET ENGAGEMENT TEAM VISITS SAILORS IN CALIFORNIA

Airman Ormond Phillips chose the Aircrew Survival Equipmentman rating during a Bureau of Naval Personnel, Navy Personnel Command Fleet Engagement Team event at Naval Air Station Lemoore, Calif. (U.S. Navy photo by MC2 Chad Swysgood)

## By Mass Communication Specialist 2nd Class Chad Swysgood

A Fleet Engagement Team from the Bureau of Naval Personnel and Navy Personnel Command completed a five-day event at a pair of California bases Aug. 29, resulting in 71 Sailors earning a rate.

The team, consisting of enlisted community managers, rating specialists, and detailers, met with Professional Apprenticeship Career Track Sailors from Naval Air Station Lemoore and Naval Air Station Point Mugu in what are known as "PACT Rodeos." The FET coordinated with local command career counselors, ensuring eligible PACT Sailors were prepared and available to attend.

Randy Miller, PACT team lead, said nearly every Sailor earned a requested rating and a desired duty station.

"These PACT engagement trips bring a personal, face-to-face experience that could positively change the course of a Sailor's career," said Miller, a retired Master Chief Navy Counselor. "It's their first opportunity to engage with MyNavy HR and fully understand how our process works in being rated and detailed to a new assignment."

Command career counselors and

command leadership were also key to the success of the five-day event.

Navy Counselor 1st Class Ashley Tedder, the command career counselor for Strike Fighter Squadron 97, urged PACT Sailors at her command to attend the PACT Rodeo.

"[The PACT Rodeo] is a great opportunity for Sailors," said Tedder. "They get the face-to-face experience by sitting down with key players in the detailing process. The personal interaction allows Sailors to have a better understanding of the rates they are pursuing."

"The PACT fleet engagement team was very helpful and made me feel welcome," said Airman Apprentice Berta Carrillohernandez, assigned to Airborne Command and Control Squadron (VAW) 116, who was selected to become a logistics specialist and will be headed to USS Makin Island (LHD 8). "The in-person experience gave me answers to the questions I had and made the process smooth. I'm very excited to say I was able to get the rate I wanted and the team helped me every step I took."

Sailors begin their rating

designation process 12 months before their projected rotation date. From that point, they remain eligible until selected for a rate or until their anticipated end of active obligated service. While in the program, these Sailors gain beneficial on-the-job training at their duty stations.

Fleet Engagement Team visits promote greater transparency of the process of Sailors picking orders, as well as hands-on training for career counselors and PACT Sailors alike. The team anticipates conducting more visits to fleet concentrated areas.

"Building that trust between our fleet Sailors and our team in Millington is critical," added Miller. "It's the foundation of our success."

PACT Sailors interested in expanding their available conversion opportunities should contact their command career counselor for information about additional Armed Services Vocational Aptitude Battery testing opportunities.

For more information on PACT, visit: <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Shore-Special/PACT/>



## From Navy Recruiting Command

Aviation Boatswain's Mate (Fuels) 1st Class Ariel Broussard, Navy Talent Acquisition Group (NTAG) New Orleans recruiter has returned home to recruit out of Navy Recruiting Station Lafayette.

"What initially led me to come recruiting was potentially having the opportunity to be closer to home and learn something new," Broussard said. "We are ultimately training our reliefs. We have a very important job as recruiters! When we return to the fleet to do our jobs, the individuals we put in the Navy will be right there with us."

Broussard was born and raised in New Iberia. She has been stationed onboard the aircraft carrier USS Abraham Lincoln (CVN 72), Naval Air Station Oceana, and Naval Weapons Station Yorktown.

"I am home. I've been away from home for about eight years," Broussard said. "Being able to relate to many people here and being a familiar face is comforting to many who may have considered the Navy but are either afraid or knew nothing about the Navy."

"Some don't have a lot, but when they finish boot camp and come back to say 'thank you,' it means more than any award to me," Broussard stated.

Broussard recently received a meritorious advancement to first class petty officer due to her performance. "Petty Officer Broussard is one of

our most successful recruiters and has found success by opening up new markets during a challenging recruiting environment," NTAG New Orleans Commanding Officer, Cmdr. Jeremy Braun proudly noted.

"She has racked up some truly amazing stats in a short amount of time and it was very rewarding for her and our command when she was selected as a Recruiter of the Quarter MAP [Meritorious Advancement Program] selectee by our region. From that day she has only increased her performance and motivated her peers to achieve."

She is not only excelling in recruiting, but also using her time to make a difference and spread Navy awareness throughout the community she grew up in by volunteering at the Boys and Girls Club in New Iberia.

"When I am not actively recruiting, I like to spend some of my free time at the Boys and Girls Club and help out," Broussard said. "When I was a child, I was a member, and I remember the counselors being mentors and motivators that helped me develop. I spend my time there helping with activities like gardening, arts and crafts, computers and free play."

Broussard is also looking to the future. She is halfway to a Bachelor's Degree in Management and Administration from

Louisiana State University in Shreveport.

"My ultimate plan is to retire from the Navy and start a New Iberia High School's ROTC [Reserve Officer Training Corps] program and continue to impact the youth," Broussard said. "I owe it to both of my girls to show them that the sky is the limit and there is nothing that they cannot do."

The Navy has given her and her family many opportunities and resources to succeed.

"The Navy has done more than what I would have ever asked for," Broussard said. "Giving me the opportunity to learn multiple jobs, travel to places I wouldn't have been able to, and most importantly it has given me the resources to help with my oldest daughter who was diagnosed with autism."

She credits Navy medical coverage for all the assistance her daughter receives to include therapy once a week, and her family for helping while she is working.

"I am a single mother of two beautiful daughters," Broussard said. "They are my motivation to always keep going no matter the circumstance. I couldn't do everything I do without the support of my family."

NTAG New Orleans' role in national defense is to continue to man the Navy's Active and Reserve components. NTAG New Orleans' Area of Responsibility includes more than 24 Navy Recruiting and Navy Officer Recruiting stations, encompassing 91,940 square miles within Louisiana, Mississippi, Alabama, and the Florida panhandle.

Navy Recruiting Command consists of a command headquarters, three Navy Recruiting Regions, and 26 Navy Talent Acquisition Groups that serve more than 1,000 recruiting stations across the world. Their combined goal is to attract the highest quality candidates to ensure the ongoing success of America's Navy.

# MyNavy UNIFORMS app

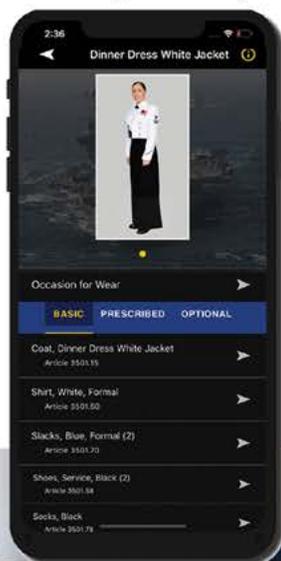
Now includes links to the Navy's 2022 maternity uniform program!

The app offers NAVADMINS, policy updates, FAQs, and illustrations on Navy uniforms from various Department of the Navy sources, organizing it into one simple, searchable app.

## NEW FOR 2022

Order uniform items from Navy Exchange shipped directly to your home with a click of a button!

- Easy access via direct links to the MyNavy HR website for uniform policy alerts, including those related to COVID-19.
- **NAVADMINS:**
  - 124/22** — Navy Uniform and Grooming Policy Update
  - 064/22** — Management of Navy Uniformed Personnel Diagnosed with Pseudofolliculitis
  - 284/22** — Navy Maternity Uniform Pilot Program



## Keeping Sailors Sharp!

The app features a gallery of helpful uniform instructions that provides illustrates and images of proper wear and care of all uniforms including all basic, prescribed, and optional authorized components and accouterments.



Download the MyNavy UNIFORMS app at [applocker.navy.mil](https://applocker.navy.mil).

