



DMAP Phase III Fact Sheet

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NAVADMIN 109/23 announced the expansion of eligible ratings to include all sea-intensive ratings (with the exception of Fire Controlman (FCA) and Operations Specialist) including: Aviation Boatswain's Mate (Equipment) (ABE), Aviation Structural Mechanic (Safety Equipment) (AME), Aviation Ordnanceman (AO), Electrician's Mate (EM), Gunner's Mate (GM), and Quartermaster (QM).

Who needs to know?

- Sailors in ABE, AME, AO, EM, GM, QM Ratings
- All DMAP-eligible Sailors
- Leaders At-Sea
- Command Career Counselors

What you need to know – key points

- Closing gaps at sea is a Chief of Naval Personnel priority, and the Detailing Market Place Campaign Plan is a collection of initiatives and policies that allows the Navy to better man the Fleet.
- Detailing Marketplace Assignment Policy (DMAP), a subset of the Detailing Marketplace, rewards Sailors in sea-intensive ratings who remain at sea with advancement and other incentives.
- More than 300 Sailors have volunteered for DMAP since Phase I began in March 2022.
- A survey of the Sailors who were eligible for DMAP indicated that Sailors chose DMAP because of the monetary incentive, advancement to E-5, and ability to choose their geographic location.



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Sample POD/POW Notes

- DMAP EXPANDS ELIGIBLE RATINGS: Sailors in ABE, AME, AO, EM, GM, QM Ratings are now eligible for DMAP! Take control of your career & earn more money to stay on sea duty! Talk to your [insert CCC name/contact] or check out the DMAP page for more info <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Detailing-Marketplace>.
- DMAP Phase III: The opt-out window is coming up soon- if your PRD is on/before June 1, 2024, may opt out of DMAP no later than May 31, 2023. Check out <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Detailing-Marketplace>.

FAQ

Q. What is DMAP?

A. Detailing Marketplace Assignment Policy (DMAP) rewards Sailors in sea-intensive ratings who remain at sea with advancement and other incentives. DMAP replaces current Sea-Shore Flow policy and provides monetary and non-monetary incentives and early advancement for Sailors who volunteer to stay on sea duty for an initial 48-month Apprentice Sea Tour followed by a 36-month Journeyman Sea Tour, or 4+3.

Q. Who is eligible for all of the incentives available as part of DMAP?

A. Though DMAP is expected to eventually apply to all ratings, only E-4 and E-5 Sailors in the following sea-intensive ratings are currently eligible: ABF, ABH, CS, GSC (Phase I); DC, IC, MM, RS (Phase II), and ABE, AME, AO, EM, GM, QM (Phase III).



Q. What if a Sailor in a Phase III rating does not want to take part in DMAP?

A. Sailors in the six Phase III ratings (ABE, AME, AO, EM, GM, QM), with projected rotation dates (PRDs) on or before June 1, 2024, may opt out of DMAP no later than May 31, 2023 by submitting a NAVPERS 1306/7. Sailors in the Phase III ratings who do not opt out by that date will be automatically enrolled in DMAP. All Sailors with a PRD of June 1, 2024, or later will have their initial sea tour PRD adjusted to reflect a four year initial sea tour.

Q. What are some other examples of billet-based advancement initiatives?

A. Other billet-based advancement policies include:

- [“Command-Advance-to-Position,”](#) which allows Sailors to remain at the same command while advancing to a higher paygrade billet, ensuring better location stability.
- [“Advance-to-Position”](#) program for eligible E-4 and E-5 Sailors, now available for both DMAP and non-DMAP ratings.
- The [Senior Enlisted Marketplace](#), announced in NAVADMIN 261/22, brings billet-based advancements to Senior Enlisted E-7 to E-9 Sailors, beginning with E-8 Sailors who are eligible for the Fiscal Year 2024 E-9 selection board in Spring 2023.

Q. How is Command Advance-to-Position (CA2P) different from A2P?

A. CA2P allows commands to advance eligible E-4 Sailors into a vacant E-5 billet within their own command. The command must have a valid, vacant (or projected to become vacant) E-5 billet for the Sailor to fill in order to take advantage of the CA2P option. All Sailors will be able to benefit from CA2P provided the command has an E-5 billet for the Sailor to fill. CA2P replaces the Meritorious Advancement Program for DMAP rates upon implementation.

Q. Who is eligible for Advance-to-Position?

A. Sailors who have served a minimum of three years on their initial apprentice sea tour and are eligible for advancement to E-5, but have not yet advanced, can apply for a journeyman sea tour under the Advance-to-Position program. If selected, the Sailor will permanently advance to E-5 and begin getting paid as an E-5 upon reporting to their new command. Sailors must obligate either through extension or reenlistment to complete the full, three-year journeyman sea tour.

Q. Who is eligible for Detailing Marketplace Incentive Pay and how much will they receive?

A. Sailors who apply for and are selected for a journeyman sea duty tour will earn additional money through the Detailing Marketplace Incentive Pay program. DMIP will be paid to Sailors each month for the entire 36 months of their Journeyman (E-5) Sea Tour. Initial DMIP rates will be between \$200 and \$800 per month, varying depending on location and type of sea duty.

Q. What are Continuous Sea Duty Credits?

A. Under DMAP, all Sailors will earn Continuous Sea Duty Credits that they will be able to use in the Detailing Marketplace when applying for a new assignment. These credits are based on a Sailor’s sea duty commencement date, and while CSDC does not guarantee an assignment in a geographic location, it gives Sailors who complete a DMAP 4+3 sea tour higher priority for shore duty assignments over Sailors who serve less time on sea duty.

Q. When will DMAP transition to other ranks?

A. In time, billet-based advancements are expected to become the standard for all E-5 through E-9 enlisted Sailors.