



DEPARTMENT OF THE NAVY  
NAVY PERSONNEL COMMAND  
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1000  
PERS-4  
5 Feb 26

DISTRIBUTION GUIDANCE MEMORANDUM (DGM) 4092-2602

Subj: ADVANCE TO POSITION SAILOR SCORING CRITERIA

Ref: (a) NAVADMIN 112/25

1. Purpose. To establish Sailor Scoring Criteria that will be utilized to execute Advance to Position (A2P) selections. The A2P program is designed to incentivize qualified Petty Officer Third Class and Petty Officer Second Class Sailors for opportunities to advance to the next higher paygrade. This guidance sets specific execution guidance for the selection of eligible Sailors.

2. Sailor Scoring Criteria and Weighted Values. Sailors considered for A2P must meet the following basic eligibility: Passed Not Advanced (PNA) the most recent Navy-wide Advancement Examination (NWAE) or passed the Rating Knowledge Exam (RKE) and must apply for a job in the next higher paygrade in MyNavy Assignment (MNA). If Sailors meet the basic eligibility, the following factors will determine which Sailors will be selected for A2P:

<u>Scoring Element</u>	<u>Weight Element</u>
Rating	5
Paygrade	10
NEC	7
Sailor App Ranking	13
Command Ranking	5
FMS	50
Sea Credit	10

Tie Breaker is Time in Grade then Time in Service

a. Rate:

- (1) If the rate matches, the score is 1.
- (2) If the rate does not match but the billet FAC is H or G then the score is .5.
- (3) Otherwise, the score is 0 (this leaves conversion as an option).

b. Paygrade:

- (1) If the Paygrade matches the score is 1.
- (2) Frocked Sailors are considered at the frocked paygrade and are given a .5.
- (3) If the paygrade is one below the billet and the member has PNA'd the latest exam,

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then the score is .5.

(4) Otherwise, the score is 0 (this score is also given to those in paygrades above the billet).

c. NEC (jobs can have 4 NECs in MNA to cover LCS). The max score is 1. Each required NEC is worth 1 divided by the count of NECs required. Jobs with no NECs have a score of 0.

(1) When the Sailor has the required NEC in inventory, it is considered a match for that NEC.

(2) A Sailor's count of matches is multiplied by the individual NEC worth.

d. Sailor Application. Each application can be ranked 1-10 by the Sailor; therefore, the score is multiplied by .1 to keep the relationship to 1:

(1) Ranking of 1 gets a score of 10.

(2) Ranking of 2 gets a score of 9.

(3) Ranking of 3 gets a score of 8.

(4) Ranking of 4 gets a score of 7.

(5) Ranking of 5 gets a score of 6.

(6) Ranking of 6 gets a score of 5.

(7) Ranking of 7 gets a score of 4.

(8) Ranking of 8 gets a score of 3.

(9) Ranking of 9 gets a score of 2.

(10) Ranking of 10 gets a score of 1.

(11) No ranking gets a 0 value.

e. Command Ranking. Up to 5 applications can be ranked 1-5 by the command; therefore, the score is multiplied by multiplied by .2 to keep the relationship to 1:

(1) Ranking of 1 gets a score of 5.

(2) Ranking of 2 gets a score of 4.

(3) Ranking of 3 gets a score of 3.

(4) Ranking of 4 gets a score of 2.

(5) Ranking of 5 gets a score of 1.

(6) No ranking gets a 0 value.

f. Final Multiple Score (FMS):

(1) When the paygrade of the sailor matches or is higher than the paygrade of the billet, the score is 0.

(2) When the PNA value from Naval Education and Training Professional Development Center (NETPDC) indicates an advancement and the paygrade of the member is one below the billet, the score is 0.

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(3) When the paygrade is not met and the Cycle Rank Order (CRO) or the FMS is blank, the score is 0. This means they failed the test, test was invalidated, or the Sailor did not take the test.

(4) Otherwise, the FMS is divided by 169 (current highest FMS for an E4/E5 as per NETPDC) to keep the relationship to 1.

(5) If PNA value from NETPDC indicates a failure or an invalidation of a score, the value is 0.

(6) If FMS is blank then the value is 0.

g. Sea Duty Credit: Cumulative sea time, which is the total number of months a Sailor was assigned to a Type 2, 3 or 4 sea duty activity over their career.

Note: The final score is set to invalid, and the member cannot be chosen for that job when:

The paygrade of the member is one paygrade below the billet and FMS indicates they have not taken the exam or the PNA value from NETPDC indicates a failure or an invalidation of a score.

3. Rating Detailers are directed to select a Sailor that applies for an in-paygrade assignment over an A2P application due to seniority and no FMS score. Sailors not selected for A2P, with the highest weighted score must be approved by PERS-4. If a Sailor has the highest score for multiple billets, Rating Detailers are directed to select the billet that meets the Sailor's highest application ranking preference.

4. The Rating Detailer will conduct selections for priority billets over Sailor preferences.

5. Sailors that have maximized their 7 applications during the MNA cycle and have not successfully posted to a billet during the same cycle, may be contacted by the Rating Detailer for a concierge opportunity to fill billets that remain unfilled from the cycle.

6. Sailors should ensure contact data and preferences are current within MNA.

7. PERS-40 is directed to maintain A2P scoring criteria and selection record data for audit purposes. Records will be maintained for seven years. This memorandum will remain in effect until superseded or cancelled.



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By direction

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