

# **Detailing Marketplace Assignment Policy (DMAP)**

## **Frequently Asked Questions (FAQs)**

### **FEB 2024**

#### **What is the Detailing Marketplace Assignment Policy (DMAP)?**

The Detailing Marketplace Assignment Policy (DMAP) is a comprehensive set of personnel policies designed to improve Fleet manning by rewarding Sailors in sea- intensive ratings who decide to stay Navy and stay on sea duty. DMAP will replace the current Sea Shore Flow policy and provide monetary incentives, non- monetary incentives and advancement opportunities for Sailors who complete an initial 4-year Apprentice (E4 and below) Sea Tour followed immediately by a 3- year Journeyman (E5) Sea Tour (DMAP 4+3).

#### **When will DMAP take effect?**

DMAP started MAR 2022 and is currently in the Phase IV

#### **What ratings are included in DMAP so far?**

- ABE (A101)
- ABF (A102)
- ABH (A103)
- AME (A131)
- AO (A420)
- CS (B650)
- DC (B200)
- EM (B210)
- GM (B320)
- GSM (B122)
- IC (B230)
- MM (B130)
- RS (B730)
- QM (B450)

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## Why do we need to replace Sea Shore Flow?

For sea-intensive ratings (i.e., ratings with more than two (2) sea duty billets for every one (1) shore duty billet), policy constraints associated with Sea Shore Flow result in systemic sea duty billet gaps. DMAP improves Fleet manning by offering Sailors in sea-intensive ratings monetary and non-monetary incentives along with early advancement opportunities to E5 for qualified Sailors in return for executing a DMAP 4+3 sea tour option.

## What is the DMAP 4+3 sea tour option?

The DMAP 4+3 sea tour option applies to Sailors who complete a 4-year Apprentice (E4 and below) Sea Tour followed immediately by a 3-year Journeyman (E5) Sea Tour. Sailors that are selected for and obligate to complete a DMAP 4+3 sea tour option can earn:

- Additional money through Detailing Marketplace Incentive Pay (DMIP);
- Early advancement opportunities through Advance to Position (A2P) or Command Advance to Position (CA2P); and priority placement for follow-on shore duty assignment through Continuous Sea Duty Credit (CSDC).

## Does DMAP impact Sailors who are not in a sea-intensive rating?

Sailors in ratings that are not sea-intensive will be detailed under DMAP but sea and shore duty tour lengths will continue to follow the Sea Shore Flow career path established in NAVADMIN 274/19.

## What is Detailing Marketplace Incentive Pay (DMIP)?

Detailing Marketplace Incentive Pay (DMIP) is a monetary incentive payable to Sailors that execute the DMAP 4+3 sea duty option. Sailors eligible for DMIP will earn additional monthly pay for the entire 3-year Journeyman (E5) Sea Tour.

DMIP payments will begin on the 49<sup>th</sup> month of sea duty and continue each month through the 84<sup>th</sup> month.

## How much additional pay can a Sailor getting DMIP earn?

DMIP rates range between \$200 and \$800 per month depending on location and type of sea duty (i.e., ships company vs afloat staff) and are adjusted annually.

That means a Sailor who is earning the average rate of \$500 per month would receive \$18,000 in additional incentive pay over the 3-year Journeyman (E-5) sea tour. That is on top of the \$21,300 dollars in Career Sea Pay (CSP) and Sea Pay Premium (SPP) for Sailors assigned to ship's company for their 3-year Journeyman (E-5) sea tour. In total, a Sailor that executes the DMAP 4+3 sea tour option could earn an extra \$39,300 dollars (or more) in DMIP, CSP and SPP.

## What is Advance to Position (A2P)?

Advance to Position (A2P) allows E5 eligible Sailors that have served a minimum of three (3)

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years on their first sea tour to apply for a follow-on three (3) year E5 sea duty assignment and get advanced to E5 upon reporting to the E5 assignment.

## **What is Command Advance to Position (CA2P)?**

Command Advance to Position (CA2P) is similar to A2P but operates at the command level before Sailors enter the detailing marketplace. Under CA2P, commands can request to advance their top performing E4s who have been onboard at least 24 months to fill a vacant or projected-to-become-vacant E5 billet in their command. This provides the Sailor geographic stability and continuity onboard the same ship for the follow on +3 tour.

## **What is Continuous Sea Duty Credit (CSDC)?**

Continuous Sea Duty Credit (CSDC) is a non-monetary incentive that will accrue as a Sailor remains on sea duty. Initially, one (1) month on sea duty equates to one (1) CSDC. Sailors with the most CSDC will have priority over Sailors with less CSDC when applying for a shore duty assignment. In other words, CSDC will give Sailors who serve longer on sea duty an edge over those who have served less time on sea duty. A Sailor's CSDC resets to zero (0) upon reporting to a shore duty assignment. A Sailor's CSDC pauses for Sailors that go on Limited Duty (LIMDU) or get deferred from sea duty due to pregnancy and resumes accruing CSDC upon return to sea duty.

## **Can a Sailor who has already extended on sea duty for Sea Duty Incentive Pay (SDIP) or other voluntary sea duty program get the DMAP benefits retroactively?**

Unfortunately, DMIP, A2P and CA2P are not retroactive. However, Sailors currently on sea duty will accrue CSDC based on when they started their current sea duty assignment. This will give Sailors that have extended their sea duty more CSDC and therefore an advantage in applying for a shore duty assignment when they complete their current sea tour.

## **Can a Sailor collect AIP, SDIP and DMIP?**

No, Sailors will not be offered AIP, SDIP or DMIP at the same time.

## **If a Sailor is on an overseas tour where will their PRD be changed for DMAP?**

NAVADMIN 280/21 states: Apprentice Sailors assigned for an overseas assignment will have their PRD set in line with Department of Defense (DoD) requirements.

## **How many Sailors can take advantage of the DMAP 4+3 option?**

The number of Sailors on the 3-year Journeyman (E5) sea tour will be limited to a fixed number based on the ratings sea-centricity (i.e., the higher the ratio of sea to shore duty billets the more DMAP 4+3 quotas available). Quotas for each MNA cycle will be calculated using the Sea Shore Flow Model and will be released prior to the cycle opening.

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## **How can Sailors that are assigned to shore duty initially take advantage of the DMAP 4+3 incentives?**

Very few Sailors in sea-intensive ratings are assigned to shore duty after completing initial training. However, those Sailors who are assigned to an initial shore duty will be given 24-month orders and then rotate to sea duty. Sailors in this category can apply for a Journeyman (E5) sea duty job under DMAP 4+3 after they have served three (3) years on sea duty and met the other requirements (i.e., E5 or E5 eligible).

## **Does DMAP only apply to first term Sailors?**

DMAP and the incentives associated with DMAP 4+3 focus on Sailors on their first sea tour, at the milestone advancement point from Apprentice to Journeyman (i.e., E4 to E5), regardless of reenlistment status. Though the focus is on first sea tour Sailors, there are opportunities available for second sea tour Sailors that have not yet advanced to the Journeyman payband or would like to take advantage of the X+3 benefits to receive DMIP.

## **Can PACT Sailors take advantage of the DMAP incentives?**

Yes, PACT Sailors interested in earning extra money through DMIP, early advancement through A2P or CA2P and non-monetary incentives through CSDC should consider converting into one of the DMAP ratings. If approved for designation into a DMAP eligible rating, PACT Sailors can participate in DMAP once they convert and meet the other requirements (i.e., served at least three years on their first sea tour and eligible to advance to E5).

## **Does a Sailor need to reenlist to take advantage of DMAP 4+3?**

A Sailor that accepts a 3-year Journeyman (E5) sea tour under DMAP 4+3 needs to obligate service, either through reenlistment or extension, at least to the end of the tour. Sailors that advance to E5 under A2P must obligate to sufficient service through extension or reenlistment to complete the full 3-year Journeyman (E-5) sea tour and associated training pipeline at a minimum. Sailors that advance to E5 under CA2P must obligate to sufficient service through extension or reenlistment to complete a minimum of seven years at the command in addition to any associated training required to transition from Apprentice to Journeyman. Any Sailor with a Soft End of Active Obligated Service (SEAOS) that already matches or exceeds the duration of the 3-year Journeyman (E-5) tour is not required to incur additional service. Sailors may extend or reenlist for longer periods of time to take advantage of SRB opportunities (as applicable).

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## **Can a Sailor that reenlisted early for SRB take advantage of DMAP 4+3?**

Yes, a Sailor that has reenlisted for SRB can take advantage of DMAP 4+3.

## **Is CWAY impacted by DMAP in any way?**

No, CWAY remains unchanged.

## **Where can Sailors learn more about DMAP and the incentives available to them under DMAP 4+3?**

Sailors are encouraged to contact their Command Career Counselor, Detailer, Enlisted Community Manager or the MyNavy Career Center (MNCC) to learn more about DMAP. Information is also available online through the MyNavy Portal website at my.navy.mil and <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Detailing-Marketplace/>

Additional questions can be answered at [dmap.fct@navy.mil](mailto:dmap.fct@navy.mil)

