



BLUF

NAVADMIN 017/24, announces the implementation of DMAP Phase IV that focuses on the journeyman payband (E5 and E6) for Damage Controlman (DC) and Aviation Boatswain's Mate – Launching and Recovery Equipment (ABE). These ratings will transition to a pilot for full implementation of billet-based advancements (BBA) and the implementation of the rating knowledge exam (RKE) with DMAP Phase IV. The full BBA includes E5 and E6 for Journeyman and E8 and E9 for Senior Enlisted Marketplace, with a future expansion for advancements to E7.

Who needs to know?

- Active Component Enlisted Sailors (specifically those in the ABE/DC ratings)
- Navy Career Counselors
- Division Officers, Department Heads
- Triads, Chiefs Mess

What you need to know – key points

- NAVADMIN 017/24, announces the implementation of DMAP Phase IV focused on the journeyman payband (E5 and E6) for the ABE and DC ratings.
- This policy will commence with the March 2024 (Cycle 263) examination cycle. All active component Sailors in the DC and ABE ratings will transition to a Rating Knowledge Exam (RKE), which is executed through the Navy-wide Advancement Exam process, in order to gain eligibility for advancement to the next higher paygrade by competing in MNA.
- There are two advancement paths through the journeyman payband under BBA: Command Advance to Position (CA2P) and Advance to Position (A2P).
- Under BBA, Sailors may compete in MNA for either sea or shore billets for advancement to both E5 and E6 or in grade jobs based on Sailor preference. Sailors that remain on sea duty will be eligible for Detailing Marketplace Incentive Pay (DMIP). Sailors that advance to the higher paygrade while rotating to a shore billet will be required to obligate for a normal shore assignment tour length plus two years follow on tour.
- Sailors that do not pass the RKE or do not have promotion recommendation will have to compete for in grade orders 12 months prior to PRD IAW Sea/Shore flow.

Sample POD/POW Note

- DMAP Phase IV – The Navy announced the next steps toward implementation of Billet Based Advancements, focusing on the journeyman payband (E5 and E6). Sailors in the Damage Controlman (DC) and Aviation Boatswain's Mate – Launching and Handling Equipment (ABE) ratings will transition to the Billet Based Advancement (BBA) process. Check NAVADMIN 017/24 or talk to your career counselor for more information.

FAQ

Q1. Who does DMAP Phase IV apply to?

A1. For active component, this applies to Sailors in the Damage Controlman (DC) and Aviation Boatswain's Mate – Launching and Handling Equipment (ABE) ratings that are advancing to E5 or E6.



Q2. When does DMAP Phase IV take effect?

A2. This policy will commence with the March 2024 (Cycle 263) examination cycle. Sailors taking the March examination in these ratings will have the RKE be the first that applies for Marketplace eligibility purposes. The first MNA cycle for BBA will be June 2024.

Q3. Why were the ABE and DC ratings selected for DMAP Phase IV?

A3. Out of the 14 identified DMAP ratings, these two ratings covered both surface and air warfare responsibilities across multiple platforms and represent a large enough rating to pilot billet based advancements across the force. DMAP Phase IV will allow these Sailors to advance based on rating knowledge and will allow the Navy to fill gaps across the fleet with the most skilled Sailors.

Q4. Are there plans for implementation across additional ratings?

A4. Yes, in the future, additional ratings will advance through the Billet Based Assignments advancement process. MyNavy HR will continue to transition ratings in Billet Based Advancements in the coming years, with plans of BBA eventually covering all ratings and Journeyman (E5 and E6) advancements.

Q5. What does the advancement process look like for a Sailor looking to put on rank?

A5. Sailors must have their reporting senior's retention and advancement recommendations and have passed the Rating Knowledge Exam (RKE). With these two, they are eligible to compete in the marketplace for advancement when hitting normal rotation windows. Selected Sailors will advance after obligating service and reporting to the billet (A2P). CA2P remains available for Sailors that have completed 18 months onboard, provided the command is willing and has a vacant or projected-to-be vacant billet at the higher paygrade.

Q6. Why is the Navy getting rid of the Navy Wide Advancement Exam?

A6. The Navy-wide Advancement Examination process will remain, instead transitioning to a Rating Knowledge Exam (RKE). Under Billet Based Advancements the RKE transitions to serve as a gate to entry to compete in the Detailing Marketplace for jobs. This transition will ensure that top-performing Sailors be more competitive while maintaining a baseline knowledge of their skillset. .

Q7. What are the eligibility requirements for DMAP Phase IV (Full BBA Implementation)?

A7. When a Sailor has successfully passed the RKE, has their recommendation for promotion and is within 12 months of their detailing window, they will have 3 MNA cycles to compete for either in grade or promotion orders. Those not selected for orders at the third cycle will become needs of the Navy. If the Sailor was unable to promote during the first three cycles, they maintain eligibility and will continue to be eligible for promotion billets in the Marketplace.

Q8. Will I be able to advance off of the regular Navy Wide Advancement Test?

A8. No. The A2P and CA2P opportunities will be the only advancement paths.

References:

- DMAP NAVADMIN 280/21
- DMAP NAVADMIN 127/22
- DMAP NAVADMIN 228/22
- DMAP NAVADMIN 109/23