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ALNAVRESFOR 019/23

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SUBJ/2023 NAVY RESERVE FORCE MERITORIOUS ADVANCEMENT PROGRAM FOR
SELRES SAILORS SEASON TWO ANNOUNCEMENT//

REF/A/MSG/COMNAVRESFOR NORFOLK VA/021916ZFEB23//

REF/B/MSG/COMNAVRESFOR NORFOLK VA/152034ZDEC20//

REF/C/MSG/CNO WASHINGTON DC/161157ZJUL20//

REF/D/DOC/MILPERSMAN/24APR18//

REF/E/DOC/BUPERSINST/19SEP18//

NARR/REF A IS ALNAVRESFOR 003/23, UPDATE TO THE 2023 NAVY RESERVE
FORCE MERITORIOUS ADVANCEMENT PROGRAM FOR SELRES SAILORS (MAP-R)
SEASON ONE ANNOUNCEMENT. REF B IS ALNAVRESFOR 029/20, SELRES
MAP-R AUTOMATION. REF C IS NAVADMIN 201/20, PROFESSIONAL MILITARY
KNOWLEDGE ELIGIBILITY EXAM REVISED BUSINESS RULES. REF D IS
MILPERSMAN 1510-030, ADVANCED ELECTRONICS FIELD,
ADVANCED TECHNICAL FIELD, AND NUCLEAR FIELD PROGRAMS.

REF E IS BUPERSINST 1430.16G, ADVANCEMENT MANUAL FOR
ENLISTED PERSONNEL OF THE U.S. NAVY AND U.S. NAVY RESERVE.//
RMKS/1. This ALNAVRESFOR message supersedes reference (a) and
provides guidance for Calendar Year (CY) 2023 Season Two (S2)

Meritorious Advancement Program (MAP) for Selected Reserve (SELRES)
Sailors, beginning 1 September and ending 31 October 2023.

2. To improve MAP in the Navy Reserve, we are empowering
reserve command triads to identify and recognize their
most talented Sailors through the meritorious advancement process.

Our Reserve Force is largely prior service with unique accession
pathways. SELRES overall rating health and advancement outlook is
similar but not identical to AC/TAR planning factors. Reserve MAP
has specific controls to ensure our force maintains a healthy and
balanced total advancement opportunity for each rating.

3. For MAP-R CY23 Season Two, Navy Reserve Force will convene
an Echelon II MAP board for E-4 to E-5 and E-5 to E-6 candidates
in readiness units and all E-5 to E-6 controlled ratings for
operational and CNIFR units. The ECH II MAP board will ensure MAP
selections are determined utilizing a board precept, convening
order and selection standards consistent with promotion boards.

4. CY23 Reserve MAP-R Season Two

a. Each MAP-R season is aligned with the Navy-wide advancement exam (NWAE) cycles to reward the best performing Sailors. This will require command triads to select their best and fully qualified Sailors for MAP-R nominations, without regard to NWAE results; however it does not relieve Sailors from the need to study for the technical rating information tested by the NWAE.

b. Season Two window: 1 September - 31 October 2023.

c. Action: All Navy Reserve Units must request Unit Approver access using NSIPS. Readiness and Mobilization Commands (REDCOMs) and Immediate Superior in Command (ISIC) Commands must request approver access respectively. MAP-R NSIPS tutorials are located at <https://www.nsips.cloud.navy.mil> under the training tab. Reference (b) contains guidance on NSIPS MAP-R user roles.

5. Eligibility. MAP-R is open to all E-3, E-4 and E-5 Sailors who meet MAP-R advancement eligibility requirements per references (d) and (e) and are in a valid pay billet. Prior Service Re-enlistment Eligibility - Reserve (PRISE-R) Sailors are eligible only if their new rate is permanent before 1 September 2023.

a. Sailors may only meritoriously advance one paygrade. Sailors in a frocked status are not eligible for advancement to the next higher paygrade until advanced (i.e., frocked E-5 cannot be meritoriously advanced to E-6).

b. MAP-R Time-in-Rate (TIR) requirements. The minimum TIR dates must be on or before:

(1) E-6: 1 July 2022

(2) E-5: No TIR requirement

(3) E-4: No TIR requirement

c. Mobilized, Definite Recall, ADOS, and Canvasser Recruiter (CANREC) Sailors. Sailors who are currently mobilized or serving on Definite Recall, ADOS, or CANREC orders may compete for a SELRES MAP-R nomination opportunity but are ineligible for AC/TAR quotas. Nomination packages for Sailors on Mobilization, Definite Recall, and ADOS orders must be submitted in NSIPS via the automation tool by the Sailor's respective Navy Reserve Unit (specifically their Unit Mobilization Unit Identification Code (UMUIC)). Nomination packages for Sailors on CANREC orders must be submitted manually to CNRF via their respective recruiting region. Nomination packages for Sailors supporting the Navy Reserve Center on long term ADOS or Definite Recall orders must be submitted manually to the REDCOM.

d. PMK-EE. Per reference (c), Sailors must complete PMK-EE for the desired advancement paygrade to be eligible for the Meritorious Advancement Program.

e. Required attachments for E-4 to E-5 and E-5 to E-6 MAP-R candidates (all readiness units and operational units submitting a Sailor in a controlled rating listed in paragraph 10):

(1). MAP-R nominations submitted in the automation tool must contain evaluations from 1 July 2021 through 31 July 2023.

Packages submitted without the required evaluations will be determined ineligible for MAP-R unless a waiver is submitted in the NSIPS MAP-R Package.

6. Nominations. Readiness units receive one nomination to E5 and one nomination to E6. Additional MAP-R nomination opportunities are allocated as follows:

a. CANREC. Each Talent Acquisition Group (NTAG) will compete for nominations within their respective region (East, West or Reserve). Region East and Region West both are allotted one E-6 nomination. Recruiting Reserve Command is allotted two E6 nominations. Navy Recruiting Command HQ and PERS-9 are allotted one E-6 nomination each.

7. Quotas. Readiness units receive one E3 to E4 quota. The list of MAP-R quotas by UIC for Operational and CNIFR ISICs will be loaded into the NSIPS automation tool and will be visible after the guidance sheet is released.

8. E-3 to E-4 MAP-R process:

a. The authority to select and MAP-R Sailors to E-4 is delegated to reserve readiness and operational unit Commanding Officers (CO) so they may recognize their most deserving E-3 Sailor.

b. Each Unit CO will receive one E-3 to E-4 MAP-R quota.

c. Advanced Electronic Field and Advanced Technical Field ratings are ineligible for E-4 MAP-R due to rating requirements described in reference (d).

9. E-4 to E-5 MAP-R process for operational units and CNIFR units:

a. The authority to select and MAP-R Sailors to E-5 is delegated to each squadron CO, operational unit CO and NIFR Region CO.

b. MAP-R quotas for all operational units will be loaded into the NSIPS automation tool.

c. Full MAP-R packages are not required in NSIPS but should follow paragraph 11b guidance if authorized by the respective CO.

10. E-5 to E-6 MAP-R process for operational units and CNIFR units:

a. The authority to elect and MAP-R Sailors to E6 is delegated to each squadron CO, operational unit CO, and NIFR Region CO.

b. In order to control over advancing particular E6 rates and to maintain rating health, several ratings will be controlled. MAP-R candidates in controlled ratings will not automatically be advanced. Instead, they will be reviewed at the ECH II MAP-R board, where a completed NSIPS MAP-R package will be evaluated.

c. Controlled ratings: ABF1, ABH1, AC1, AD1, AE1, AM1, AME1, AO1, AT1, AWF1, AWO1, AWR1, AWS1, AZ1, CE1, CS1, CT11, CTR1, CTT1, DC1, EA1, EM1, EN1, EOD1, ETV1, FC1, FCA1, FT1, GSE1, GSM1, ITS1-EW, ITS1-COMM, LN1, MC1, MM1, MMA1, MN1, MR1, ND1, PR1, PS1, QM1, RP1, SB1, RS1, SO1, STG1, STS1, SW1, AND TM1.

11. Process:

a. To utilize E-3 to E-4 MAP-R quotas, UMUIC must use NSIPS to process and validate the meritorious advancement. MAP-R Unit

Approvers will use steps 1-5 in paragraph 11b of this message for MAP-R validation.

b. NSIPS utilizes mandatory gates for MAP-R submission. Following the below steps is crucial for MAP-R quota usage and must be completed NLT 2359 on 25 September 2023 by the MAP-R Unit Approver.

- (1) MAP-R Unit Approver selects the E-3/E-4/E-5 Sailor in NSIPS.
- (2) MAP-R Unit Approver marks each "nomination comments" blocks N/A. Controlled ratings must submit a full package.
- (3) MAP-R Unit Approver will upload 2023 PFA results and current evaluation to satisfy system requirements.
- (4) MAP-R Unit Approver will save the document which will automatically be forwarded on 25 September 2023 at 2359 to the respective ISIC.
- (5) In the upper right hand corner, the MAP-R submission will update from "Not Recommended" to "Recommended when all requirements are met.
- (6) REDCOM MAP-R approvers will rank all submissions alphabetically NLT 2359 on 9 October 2023 and save the selection.

12. Timeline. The MAP-R automation tool is designed to route MAP-R packages automatically on the dates below. Failure to comply with selection due dates is irrevocable, resulting in commands forfeiting their opportunity to submit MAP-R nomination package(s) for season two.

a. 25 September 2023: Deadline for all readiness and operational units to submit nomination packages in NSIPS. The automation tool will automatically route the nomination to the appropriate REDCOM or ISIC on this date at 2359.

b. 25 September 2023: Deadline for NTAGs to submit nomination packages to their respective region. NRC Regions will provide submission guidance to their commands.

c. 9 October 2023: Deadline to submit ranked nomination packages to CNRF for the below commands.

(1) Operational ISIC HQ units and aviation commands. The automation tool will automatically route selected and ranked packages to CNRF at 2359 on the deadline date.

(2) Readiness and Mobilization Commands. The automation tool will automatically route selected and ranked readiness unit packages to CNRF at 2359 on the deadline date. REDCOMs shall follow guidance in 10b(5).

(3) Navy Recruiting Command HQ, NRC Region, PERS-9, CANREC and MARFORRES nominations will be submitted to the POC listed in paragraph 12 below.

d. 17 October 2023: MAP-R nomination board convenes for E-4 to E-5 and E-5 to E-6 readiness unit nominations and all E5 to E6 operational nominations for controlled rates.

13. MAP-R Board membership. We are seeking MAP-R board membership, including a Board President and eight Board Members. All MAP-R board participants must be available 16-20 October 2023 with travel dates of 16 and 20 October.

a. TAR or SELRES board president solicitation. The Board President must be an O-5 or O-6, and be currently serving or post-tour CO/OIC.

b. TAR and SELRES board membership solicitation. Board members must be a Senior Chief or Master Chief and be able to gain NSIPS MAP-R access upon selection.

c. All candidates for board president and membership should submit requests directly to NRFORCM(at)us.navy.mil no later than 08 September 2023 and include the following information: full name, rank, current command, UIC, NRC, NRC UIC, e-mail address and best phone number.

14. The MAP-R Board Sponsors are NCCM(AW) Kimberly Cedar, available at e-mail: kimberly.a.cedar.mil(at)us.navy.mil and NCCM(AW) Melody Rivas, available at e-mail: melody.b.rivas.mil(at)us.navy.mil.

15. This ALNAVRESFOR message will remain in effect until superseded or cancelled.

16. Leaders, it is time to identify - and select for advancement- your best performing Sailors. Let's get busy. Released by Vice Admiral J.B. Mustin, Commander, Navy Reserve Force.//

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