



UNITED STATES MARINE CORPS
COMMAND ELEMENT
II MARINE EXPEDITIONARY FORCE
PSC BOX 20080
CAMP LEJEUNE, NC 28542-0080

II MEFO 1430.3C
CMD CM
JAN 15 2020

II MARINE EXPEDITIONARY FORCE ORDER 1430.3C

From: Commanding General, II Marine Expeditionary Force
To: Distribution List

Subj: NAVY MERITORIOUS ADVANCEMENT PROGRAM

Ref: (a) NAVADMIN 089/16
(b) NAVADMIN 141/15
(c) NAVADMIN 245/14
(d) NAVADMIN 031/19
(e) BUPERSINST 1430.16G
(f) OPNAVINST 6110.1J

Encl: (1) Meritorious Advancement Program Scoring Sheet
(2) Meritorious Advancement Program Board Recommendation Memo
(3) Meritorious Advancement Program Package
(4) Meritorious Advancement Program Sample Package
(5) Promotion Warrant Example

1. Situation. This Order provides guidelines and procedures for the Navy Meritorious Advancement Program (MAP). References (a) through (f) provide details regarding the Navy's advancement system, to include MAP advancements, policies and procedures.

2. Mission. MAP provides commands the opportunity to recognize their top performing Sailors, advancing them when they are ready for the next level of responsibility. MAP provides greater authority to commands to shape their enlisted force and the Navy by developing and rewarding the Navy's best talent. MAP is not intended to continue Sailors on active-duty that would otherwise be facing separation due to high-year tenure, denied final active reenlistment, or to advantage Sailors in rates with low advancement opportunities.

3. Execution. MAP authorizes Commanding Officers (COs) to

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advance eligible enlisted Sailors serving in paygrades E3 through E5 to the next higher paygrade. A MAP Navy administrative (NAVADMIN) message will be released listing eligible Navy Unit Identification Codes (UICs) and their maximum quotas.

a. Commander's Intent and Concept of Operations

(1) Commander's Intent. Commanding Officers in the grades of O-5 and O-6 responsible for a Navy UIC listed in the annual MAP NAVADMIN have the authority to effect MAP advancements. Advancement must be based upon observed superior performance, leadership ability, and demonstrated technical expertise. MAP authority cannot be delegated, and no waivers to the policies or criteria of this order will be granted.

(a) Eligibility

1. All Navy ratings are eligible for MAP; however future NAVADMINS may close specific ratings due to the health of the community.

2. A Sailor must be assigned to II Marine Expeditionary Force (MEF) and its subordinate commands as an active duty service member in Accounting Category 100, or temporarily assigned for a minimum of 30 consecutive days per reference (e).

3. A Sailor must meet all advancement requirements for the next higher paygrade as listed in reference (d), including time-in-rate (TIR). COs may waive up to 12 months of the required TIR for E5 Sailors who have received a promotion recommendation of "Early Promote" on their most recent observed periodic evaluation. The evaluation report must be of the current paygrade with a regular promotion status.

4. COs may select an E-6 MAP candidate with no TIR through BSO/echelon II command endorsement. The command must attach the approved BSO/echelon II command endorsement letter with the MAP Certification letter (MCL) per reference (d).

5. Personnel must meet health and physical readiness requirements for advancement, per reference (e).

(b) Quota Limitations

1. The list of available MAP quotas by UIC will be released by Navy Personnel Command (PERS-8031) via NAVADMIN and/or official Defense Messaging System message. Quotas will not be exceeded without approval from PERS-8031.

2. Quotas can only be utilized during the MAP season.

3. Commands are NOT authorized to substitute quotas per reference (a).

4. MAP quotas are not transferrable or recyclable between Navy UICs.

5. Controlled rate quotas must be submitted from the CO, via chain of command, to their BSO/echelon II command for approval.

(2) Concept of Operations

(a) The Command Master Chief (CMDCM) will supervise the MAP and ensure that all Sailors are afforded equal opportunities for nomination.

(b) The Navy Senior Enlisted Leader (NSEL) for each UIC will review authorized MAP quotas per the NAVADMIN and hold selection boards.

(c) If a II MEF Navy UIC is not listed on the annual MAP NAVADMIN, the NSEL responsible for that UIC will request quota determination to PERS-8031.

b. Subordinate Element Missions

(1) COs

(a) Ensure deserving Sailors are nominated through their chains of command for appropriate recognition.

(b) Promptly approve or disapprove MAP recommendations routed by the NSEL.

(c) Naval Staff Officers (NSO) (e.g. Command Surgeon/Chaplain) are not authorized to administer MAP, but may recommend candidates to their parent commands via NSELS.

(2) NSELS

(a) Ensure all personnel nominated for the MAP meet the prerequisites set forth in references (a) through (f).

(b) Convene a MAP Selection Board and serve as MAP Board Chairman. The MAP Selection Board shall review all nominations using enclosure (1) and (5).

1. Each MAP Selection Board will be comprised of a minimum of three board members, excluding the MAP Board Chairman.

2. MAP Selection Board membership is limited to Chief Petty Officers, Senior Chief Petty Officers, and Master Chief Petty Officers.

3. Commands are encouraged to begin their MAP selection process early.

(c) The CMDCM and Board Chairperson will determine scoring criteria and process prior to the commencement of the board. The following traits and attributes are recommended for consideration; primary responsibilities, job performance, leadership, command climate/sailorization, meritorious achievement, collateral duties, on/off duty education, and peer group/community involvement.

(3) CPOs and Leading Petty Officers. Submit written nominations in proper format as found in enclosure (3) to the NSEL of their specific Navy UIC. Inclusion dates will encompass objective actions performed while assigned to their unit (i.e. from date reported to present). Further, the nomination must be endorsed by the command (i.e. signed by the Commanding Officer) before submission. Deviations from this policy will be directed to the CMDCM of the commands ECH III (e.g. Battalion CO deployed; Regimental CO signs in lieu) for adjudication.

(4) Command Reviewer. Should be NSEL and G-1, Navy Manpower Chief. Once a selection board has selected their candidate, the command reviewer will enter nominees into NSIPS for Command Reporting Seniors' approval.

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(5) Command Reporting Senior. Should be CMDCM and Unit MAP Program coordinator. Once command reviewer nominations have been entered into NSIPS, it is the Command Reporting Seniors responsibility to approve or disapprove the nomination.

4. Coordinating Instructions

a. The CMDCM will provide a grading system for the MAP program. Encl (1) is an example that can be used.

b. Notification of MAP for nominees will only be promulgated after receipt of official validation notification from NSIPS.

5. Administration and Logistics. Recommendations concerning the content of this Order may be forwarded to the II MEF CMDCM via appropriate chain of command.

6. Command and Signal

a. Command. This Order is applicable to all II MEF units and commands.

b. Signal. This Order is effective the date signed.



B. D. BEAUDREULT

Distribution: A

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ENLISTED QUALITY REVIEW GRADE SHEET

Sailor Name: _____

PRIMARY RESPONSIBILITIES	POINTS:
*Depth of responsibility(Job scope) *Volunteering/Assuming additional job duties *Major command watch stations	
JOB PERFORMANCE	
*Sustained superior performance *Professional knowledge and expertise *Navy, command, mission impact	
LEADERSHIP	
*Department LPO, ALPO *Teamwork *Communication (Oral and/or written)	
COMMAND CLIMATE/SAILORIZATION	
*Training, qualifying, advancing, retaining *Equal opportunity *Camaraderie, esprit de corps	
MERITORIOUS ACHIEVEMENTS/AWARDS	
*Navy Commendation Medal or higher *Navy Achievement Medal *Flag Letter of Commendation	
COLLATERAL DUTIES	
*Command-wide collateral positions *Departmental collateral position	
EDUCATIONAL ACCOMPLISHMENTS	
*Navy school completed or NEC obtained *College courses and degree obtained *Correspondence courses	
PEER GROUP/COMMUNITY INVOLVEMENT	
*Elected official/member in peer group *Elected official/member in civilian organization *Participation in civic/community affairs	

TOTAL _____ Board Member: _____

Board Member Signature: _____

***BOARD CHAIRMAN WILL SET POINT RANKING GUIDELINES**

Enclosure (1)

JAN 15 2020

MERITORIOUS ADVANCEMENT PROGRAM BOARD RECOMMENDATION MEMO
[COMMAND LETTERHEAD]1430
BAS
DateMEMORANDUM

From: Chairman, Meritorious Advancement Program Selection Board
To: Commanding Officer

Subj: MERITORIOUS ADVANCEMENT PROGRAM (MAP) BOARD RECOMMENDATION
(UIC: XXXXX)

Ref: (a) II MEFO 1430.16A

Encl: (1) Meritorious Advancement Program (MAP) Nomination Package(s)
ICO PO(X)(FMF) I. M. SAILOR, USN, XXX-XX-XXXX

1. In accordance with reference (a), the MAP Board met **(date of board)** _____ to select the best qualified Sailor to be promoted to the next higher rank. Petty Officer **(name)** _____ is this board's recommendation to be promoted to Petty Officer **(grade)** _____. The MAP Board consisted of the following members:

Chairman:
Board member:
Board member:
Board member:

2. Petty Officer **(name)** _____ was selected based upon his/her total scores from each board member, his/her time-in-rate, and he/she has met all other advancement prerequisites for selection.

S. E. LEADER

1. Approved / disapproved.

C. O. SIGNATURE

Enclosure (2)



UNITED STATES MARINE CORPS
UNIT LETTERHEAD
PSC BOX 20XXX
CAMP LEJEUNE, NC 28542-XXXX

JAN 15 2020

1430
CO
Date

From: Commanding Officer, [COMMAND]
To: Commanding General, [COMMAND] (Attn: Command Master Chief)

Subj: COMMAND [UIC] MERITORIOUS ADVANCEMENT PROGRAM
NOMINATION ICO PO3(FMF) DAVEY A. JONES, USN, XXX-XX-1234

Ref: (a) BUPERSINST 1430.16F
(b) OPNAVINST 6110.1J
(c) NAVADMIN 141/15

Encl: (1) Last 2 years of performance evaluations
(2) Personal awards received during the nomination period
(3) Physical Readiness information Management System (PRIMS)
(4) Last Advancement Examination Profile Sheets for current rank

1. Per the references, Petty Officer Jones is nominated for promotion under the Meritorious Advancement Program (MAP).

2. Reporting Senior's justification of nomination is as follows:

a. Primary Responsibilities

(1) From Mo/Yr - Mo/Yr synopsis of what he/she did and how many he/she led.

b. Job Performance

(1) COMMENTS.

c. Leadership

(1) COMMENTS.

d. Command/Climate

(1) COMMENTS.

e. Meritorious Achievements

(1) COMMENTS.

f. Collateral Duties

(1) COMMENTS.

g. Educational Accomplishments

(1) COMMENTS.

Enclosure (3)

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h. Peer Group / Community Involvement

(1) COMMENTS.

3. Reporting Senior's Remarks

(1) COMMENTS.

C. O. SIGNATURE

(By direction is NOT authorized)



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UNITED STATES MARINE CORPS

COMMAND ADDRESS
CAMP LEJEUNE, NC 28542-0080

1430

CO

DATE

From: Commanding Officer, COMMAND
To: Commanding General, COMMAND (Attn: Command Master Chief)

Subj: COMMAND (UIC) MERITORIOUS ADVANCEMENT PROGRAM
NOMINATION ICO HM2(FMF) GEORGE W. SAILOR, USN,
XXX-XX1234/8404

Ref: (a) BUPERSINST 1430.16F
(b) OPNAVINST 6110.1J
(c) NAVADMIN 141/15

Encl: (1) Last 2 years of performance evaluations
(2) Personal awards received during the nomination period
(3) Physical Readiness information Management System
(PRIMS)
(4) Last Advancement Examination Profile Sheets for current
rank

1. Per reference (a), Petty Officer Sailor is nominated for
meritorious promotion under the Meritorious Advancement Program (MAP).

2. Reporting Senior's justification of nomination.

a. Primary Responsibilities

(1) From Nov 2012 - Dec 2014 deployed with and served as
the 22 Marine Expeditionary Unit (MEU) Platoon Corpsman directly
responsible for medical planning, readiness and care of XX Marines &
Sailors and what he/she did.

(2) From Dec 2014 - Jan 2015 served as Battalion Leading Petty
Officer (LPO). Synopsis of what he/she did and how many he led.

(3) From Feb 2015 - May 2015 Served as Senior Enlisted Medical
Advisor (SEMA) and mentor for Counter Narco-Terrorism mission (CNT-
XXXX). What he/she did to get them ready.

(4) As Career Development Team member from (Month/year) to
(Month/year) 2015. What he/she did and why it's important.

b. Job Performance

(1) As the Recon Platoon Corpsman assigned to the 22 MEU he
developed medical SOP's, consistently maintained medical readiness

Enclosure (4)

above 90% and was essential to mission preparation by virtue of his acumen, planning, and attention to detail. He dedicated 63 hours to instructing tactical combat casualty care (TCCC) classes, successfully creating 30 Combat Life Savers. Days later those classes he instructed would prove vital. On September 1, 2014, a CH-53 carrying 25 personnel crashed into the Red Sea which triggered a mass casualty event aboard the USS MESA VERDE. HM2 Sailor responded by reporting directly to the ship's medical department. Upon arrival he was assigned by the Medical Officer in Charge (OIC) to one of the three primary trauma resuscitation areas. HM2 Sailor had worked and trained onboard the USS MESA VERDE with the OIC on previous occasions and was hand selected to work this particular resuscitation area. When he arrived to his designated space, his medical officer voiced to the group of junior medical corpsman that she had "very little trauma experience and that trauma was not one of [her] strengths." Realizing the team needed guidance, HM2 Sailor quickly went about assigning specific roles, ensuring all members were familiar with the use of the equipment and prepared the team of Corpsman and Reconnaissance Marines to receive patients. HM2 Sailor was instrumental in directing, managing and supervising his trauma team through 17 urgent patient assessments, treatments and fluid resuscitations. Additionally, following the initial resuscitations, HM2 Sailor assisted with their patient movement and care while admitted to the ship's medical ward. The medical department rapidly and successfully cared for all 25 Marine and Navy personnel involved in the accident without loss of life. He performed at a level far above his rank and level of training. His leadership and medical professionalism was noted by the OIC for the medical department, LCDR Elliot Nobody, as extraordinary and deserving of individual recognition. Moreover, during Operation Noble Shirley, HM2 Sailor, on his own initiative, instructed Israeli Medical Personnel on advanced field medicine practices. His proficiency and professionalism instilled such a high level of confidence in our allied partners that he was specifically identified by Senior Israeli leadership as an outstanding representative of the US Navy and Marine Corps team.

(2) Serving as the Battalion LPO he immediately began making preparations for the unit's Commanding General's Readiness Inspection (CGRI) in April 2015. He accomplished this by ensuring every assigned collateral duty was reviewed months in advance in order to identify and correct any deficiencies. Further, he assigned deadlines and performed weekly spot checks on assigned tasks. As a result of his leadership, 2d Reconnaissance Battalion received an overall "mission capable" rating with zero discrepancies.

(3) Due to his vast operational experience and reputation he was personally requested by Marine leadership to be the sole medical representative assigned to the first Counter Narco-Terrorism deployment to Guatemala. In preparation, HM2 coordinated, authored and briefed his medical plan to the Commanding General and Division Surgeon of 2d Marine Division without fail. While deployed, he proved to be essential to the success of the mission in more ways than one.

During this mission he was the most experienced Reconnaissance man in his team, and was continuously sought after by his Marines for guidance and input not only regarding medicine but for the development of training plans that focused on refining basic reconnaissance skills. Furthermore, he was the lead mentor for jungle patrolling, immediate action drills, close quarters tactics (CQT), water survival, small vessel interdiction and over-the-horizon (OTH) doctrinal classes. His cumulative experience and previous training were paramount to the success of the operation. Astonishingly, HM2 also provided medical coverage for each training event he and his team conducted. On his own accord, he purchased his own pool (chlorine) test kit in order to test the training pool every day to ensure it was safe for training of his partnered force and Marines. This enabled uninterrupted in-water training evolutions with their Guatemalan Marine counterparts, while mitigating water-borne threats to the force. During this time, the USNS Comfort arrived near his location as part of Operation CONTINUING PROMISE. Unsurprisingly, HM2 enthusiastically volunteered to assist in their effort to provide medical care for the local population. Over the course of five days he treated and managed over 50 patients. His high degree of medical knowledge, skill and training in minor surgical skills allowed him to organize patient care in a remote region of Guatemala with limited resources. He excelled in a challenging role amongst senior medical providers and displayed personal qualities and medical knowledge commensurate of a PO1 or junior Medical Officer. The continued praise and appreciation of HM2 by the USNS COMFORT staff serve as a testament to his unrelenting work ethic and team oriented attitude.

(4) Recognizing shortfalls within the Navy and the SARC community, HM2 Sailor took initiative and began actively seeking and screening candidates from the 2nd Marine Division for the HM-8427 NEC. In his efforts to help correct this critically undermanned NEC, he has screened and interviewed 36 sailors resulting in 5 members currently awaiting orders to begin the training pipeline. He has demonstrated genuine concern for these junior Sailors by making every effort to better prepare them for the difficult training that awaits them by conducting classes such as basic land navigation, communications, anatomy and physiology classes to name a few. Exercising invasive leadership skills HM2 Sailor actively communicates with these Sailors about financial readiness, legal issues and medical readiness to ensure each potential candidate understands the expectations involved prior to commencing training.

c. Leadership

(1) While serving aboard the USS MESA VERDE on the 22nd MEU, he took advantage of every opportunity he had to mentor the junior Corpsmen on sick-call screening, combat casualty care and bi-lateral training with future host nations. Moreover, he mentored 4 junior Sailors that were part of a trailer platoon that supported his Visit Board Search and Seizure (VBSS) team. His knowledge, skills and abilities enabled him to seamlessly cross-share lessons learned and

important adjustments needed for casualty movement on board a ship to the junior Sailors. His continued interest and involvement with the junior sailors led to a significant impact on the proficiency and readiness of Corpsmen across the MEU.

(3) HM2 Sailor has been instrumental in the review and revision of 5 Counter-Narcoterrorism MEDEVAC plan briefings prior to the submission for review by the Division Commanding General, Division Surgeon and the staff at Marine Forces South (MARFORSOUTH). The information provided contains primary, alternate, contingency and emergency plans for casualty evacuation, medical laydown of treatment facilities to be utilized in the AO and the identification of possible risks (vectors) and control measures to be implemented with respect to each of them. His after action reports (AAR) and continued guidance regarding the subject have greatly assisted in the planning of 5 subsequent deployments and will continue to impact future operations.

d. Command/Climate

(1) HM2 Sailor keenly dedicated 43 hours of personal off duty time, with his junior Sailors, aiding in the completion of their EFMFWS PQS, practical application and preparing them for their exam. He was integral to the successful coordination of 5 FMF preparatory boards ensuring Sailors were well-prepared in board etiquette, discipline, and FMF knowledge resulting in 9 junior Sailors earning their EFMFWS qualifications.

(2) As the senior HM-8427 onboard, he is inexorably sought after by junior Sailors to educate and improve their clinical, administrative and tactical medical skills. In lieu of the remote locations with which the battalion operates within the MARFORSOUTH AOR, HM2 Sailor has made liaison with Orthopedics and Anesthesia at Naval Hospital Camp Lejeune (NHCL) in order to implement a low-cost sustainable surgical skill training plan to bolster skills needed to meet prolonged MEDEVAC times. This training will include clinical rotations at NHCL and surrounding area clinics. The Sailors will have opportunities to work with staff at the Emergency Room, Anesthesia, Orthopedics and Dental. He has also made liaison with Veterinary staff onboard Camp Lejeune to assist in sustaining the veterinary medicine skills and knowledge expected from the HM8427/8403 NECs respectively. HM2 has demonstrated exceptional initiative and a sincere desire to improve himself and others through the course of taking on this task.

e. Meritorious Achievements

- (1) Navy Achievement Medal 5 Dec 14
- (2) Enlisted Surface Warfare Specialist (ESWS) 5 Oct 14
- (3) Guatemalan Letter of Appreciation 29 Apr 15
- (4) Navy Expert Pistol Medal 22 Jan 15

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f. Collateral Duties

- (1) EFMFWS program coordinator
- (2) Patient Contact Representative
- (1) Training Petty Officer
- (4) Assistant Combat Life Saver Instructor

g. Educational Accomplishments

- (1) J3S N-US649-HB Human Rights Awareness Education.
- (2) Survival Evasion Resistance Escape (SERE) Full Spectrum Level-C.
- (3) AMDEC Unit 1, 2 & 3
- (4) NAVEDTRA 14145 MILITARY REQ PO1
- (5) NAVEDTRA 14504 MILITARY REQ 3&2

h. Peer Group / Community Involvement

(1) On May 15, 2015 HM2 Sailor was selected to conduct an employment and capability brief to 25 Marine Captains at the Camp Lejeune Expeditionary Warfare School (EWS). The brief served to introduce and/or further educate Marine leaders on HM8427/HM8403 capabilities, proper employment TTPs and knowledge base while preparing for deployment or while in theater. The feedback from it has led to a request from the schools OIC to have the same brief delivered with each subsequent class.

3. Reporting Senior's Remarks

a. HM2 Sailor is awesome for XYZ reasons. Petty Officer Sailor is fully deserving of this recognition and has my highest recommendation for promotion under the Meritorious Advancement Program.

I. M. COMMANDING

II MEFO 1430.3C
JAN 15 2020
1430
CO

From: Commanding Officer
To: Rate John B. Smith, USN, 0123456789/NEC

Subj: AUTHORITY TO ASSUME THE TITLE AND WEAR THE UNIFORM OF A
THIRD CLASS PETTY OFFICER

Ref: (a) MILSPERSMAN 1420-060

1. Under reference (a), you are hereby authorized to assume the title and wear the uniform of a Petty Officer Third Class immediately.
2. Your appointment carries with it the obligation that you exercise increased authority and willingly accept greater responsibility. Occupying now a position of greater authority, you must strive with renewed dedication toward the valued ideal of service with honor.
3. Congratulations!

C. O. NAME

Enclosure (5)