



RHUMB LINES

Straight Lines to Navigate By



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Force Stabilization

"We are presented with a once-in-a-generation opportunity to shape and stabilize a high quality force to meet the demands of the Maritime Strategy and the joint warfighter. Our goal is to come out of this period a more flexible and agile Navy and to have policies in place that create stability and predictability in Fleet manpower."

– Vice Adm. Mark Ferguson, Chief of Naval Personnel

Navy aspires to be a "Top 50" organization. Today, the Navy offers a superb compensation and benefits package, outstanding health care, significant opportunities for education and advancement, an exceptional retirement benefit and the ability to serve alongside the finest Sailors in the world in service to our nation.

Shaping and Stabilizing the Force

- A central component of future success is instituting programs and initiatives that create opportunities for life-work integration and flexibility in career paths. The virtual command pilot, 4-day work week and the new paternity leave policy are just a few of the innovative solutions available to commands. Senior leadership is also dedicated to making strategic investments in education and training. The post-9/11 GI Bill and Navy's Safe Harbor program are recent examples of the nation's commitment to Sailors and their families.
- All of the initiatives and programs combined are driving Sailors to "Stay Navy" in increasing numbers. Since 2003, Navy end strength has been reduced by approximately 8,000 to 10,000 personnel annually. The Navy is transitioning to a period of shaping and stabilizing the force and putting into place the necessary tools to ensure the long term health of the force.

Guiding decisions on personnel programs and initiatives

- The [Navy's force stabilization initiatives](#) provide an opportunity to build upon the finest Navy in the world and create a Navy that is better, stronger, and more capable of meeting the demands of the Maritime Strategy and the joint warfighter.
- Actions are tied to the following principles:
 - Retain the best Sailors with the right skills
 - Target incentives to retain critical skill ratings
 - Keep a balanced force based on seniority, experience and skills matched to projected requirements
 - Focus on performance and safeguard the careers of top performers to improve the quality of the force
 - Attract and recruit our nation's best and brightest
 - Provide the Fleet stable and predictable manning to meet mission requirements
- Navy has initiated several personnel actions including performance boards for probationary officers; restrictions on short term extensions; early transition in overmanned ratings up to one year prior to End of Active Obligated Service; [reenlistment for Selective Reenlistment Bonus limited to 90 days before the end of obligated service](#); expansion of Perform to Serve to Zone B and eventually to Zone C; and a performance-based continuation board for Chief Petty Officers with greater than 20 years of service.

Key Messages

- Dedication to Sailors and world-class benefits, policies and programs make the Navy a "Top 50" employer.
- The Navy is focused on improving advancement opportunity for all top performers.
- Personnel policies are designed to give the Navy stability into the future.

Facts & Figures

- Our goal is to stabilize the force at approximately 329,000 Sailors by the end of FY09 from our current level of 332,000.
- This equates to approximately 3,000 Sailors or less than 1% of the force.
- Relevant NAVADMINs can be found at: <http://www.npc.navy.mil/ReferenceLibrary/Messages/>