



# RHUMB LINES

*Straight Lines to Navigate By*



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## Building a Top 50 Organization

*"This millennial generation is willing to join an organization greater than themselves and volunteer and innovate. We need to continue to foster that and take advantage of that making the Navy and Department of Defense the employer of choice for a very diverse population."*

– Adm. Jonathan W. Greenert, Commander, U.S. Fleet Forces Command

The U.S. Navy is a diverse and agile force exemplifying the highest standards of service to the nation. Without question, the Navy is a rewarding place for the nation's best and brightest to serve.

### Characteristics of a Top 50 Organization

- [A Top 50 employer](#) believes people deserve a work environment that is personally and professionally rewarding. It is an organization that fosters a culture of trust, respect, cooperation, and whose programs and policies reflect these beliefs. Top 50 employers also focus on performance and taking care of their people.
- Top 50 organizations must be nationally recognized as leaders in human resource innovation and maintain competitive advantages in areas of compensation, benefits, diversity, and learning and development.

### The Navy's Strategy

Today's Navy is building upon a solid foundation of pay, compensation and medical benefits to further enhance the quality of life of the Naval force. Traditional financial benefits coupled with innovative initiatives attract and retain the best and brightest America has to offer.

- We are a professional force whose values set us apart from our peers. Integrity is the foundation of our conduct and the [Navy Ethos](#) is the creed which unites officers, enlisted and civilians.
- Navy is an employer of choice and has received 10 major awards in the areas of diversity, learning and development, and life-work integration, to include the American Society for Training and Development's "Excellence in Practice" award for [Preparatory Training for Entry Level Diver Courses](#), and the [Credentialing Opportunities On-Line](#) (COOL) program.
- [Navy benefits](#) provide stability to our force by offering competitive compensation and benefit packages.
  - Every Sailor earns 30 days paid annual personal leave, compared to 41% of the national workforce.
  - Every Sailor is eligible for free health care. Nationally, 74% of workers have employer-subsidized health care.
  - Every Sailor is eligible for full retirement benefits after 20 years of service. Comparatively, 66% of workers nation-wide receive full retirement, many after 30 years of service.
- While compensation and benefits are important, flexibility is also the key to attracting and retaining the best talent. Navy is piloting the [Career Intermission Program](#) and [Virtual Command Program](#) to complement traditional monetary incentives.
- The Navy will continue to place great emphasis on demonstrating to its workforce and the nation our competitive advantage to attract and retain a quality force.

### Key Messages

- Today's Navy offers a superb compensation and benefits package for Sailors and families, to include outstanding health care, opportunities for education, training, and advancement, and retirement benefits.
- As a Top 50 employer, the Navy attracts and retains the best and brightest America has to offer.
- Navy core values of honor, courage, and commitment are the foundation of Navy's Top 50 standing.

### Facts & Figures

Evidence that the Navy is a best place to start a career:

- 6 U.S. Presidents; 74 astronauts; 6 current Senators
- Recent Awards:
- [Best Diversity Company](#), *Diversity/Careers in Engineering and Info Technology Magazine*
  - [Diversity Council Honors Award](#), *Association of Diversity Councils*
  - [Tele-Vision Award](#), *Telework Exchange*