



RHUMB LINES

Straight Lines to Navigate By



March 22, 2012

Navy Total Force

"Each component of our Total Force - our Sailors, Reserve members and Navy civilians - provides critical components to ensuring our Navy is ready to operate forward and defend our nation's interests."

- Hon. Juan Garcia, Assistant Secretary of the Navy for Manpower and Reserve Affairs

We are shaping a Navy that will be leaner, more agile and flexible, and technologically advanced. Looking forward, we are well-positioned to recruit, develop, retain and provide the American people the best and most capable maritime fighting force in history. We will evolve and adapt to fight and win our nation's wars, remain forward, and be ready. As we work to achieve these goals, we will remain committed to our most important asset – our active and Reserve Sailors and civilians.

Active Force

- Our Navy will continue to manage our people to deliver an affordable, sustainable and resilient force to meet mission needs. We will provide our Sailors with the [training and education](#) needed to be operationally effective.
- We continue to deliver the right number of Sailors with the right skills to the fleet and combatant commanders to meet operational needs and provide regional skills in unique missions worldwide.
- Our goal is to attract, [recruit](#), and [retain](#) high-quality Sailors and provide them support and compensation that recognizes and rewards their incredible skill sets and talents. Our recruiting and inclusion efforts will help us to retain the best talent our nation has to offer, and our leadership will continue to reinforce to each Sailor how valuable their service is to the Navy mission.

Reserve Component

- Navy Reserves provide a strategic depth and deliver operational support to the Navy, Marine Corps, and joint forces worldwide, in peacetime and in war.
- [A ready and accessible force](#), Navy Reserves can provide cost-effective, valued capabilities on demand to the fleet.
- Recruit once, retain for life – active component Sailors can transition to the Reserve component via Perform to Serve, Career Management System/Interactive Detailing and the Career Transition Office.

Navy Civilians

- Skilled and talented Department of the Navy (DoN) civilians provide technical, operational and management capability in support of the warfighter and the [Navy Maritime Strategy](#).
- DoN civilians operate and provide services around the world and in war zones. Civilians repair and maintain fleet and aircraft equipment and enable the Navy to rapidly respond to critical world events and humanitarian missions.
- DoN civilians operate within a broad spectrum of occupations, developing and procuring cutting-edge equipment and weapons, as well as running the day-to-day business of the Navy, its installations and facilities, and its more than \$150 billion budget to meet ever-changing mission requirements for the DoN.

Key Messages

- Navy will manage military personnel strength to deliver an affordable, sustainable and resilient force that meets mission needs.
- DoN civilians operate and provide services around the world and in war zones.
- Navy Reserves are a cost-effective, ready and accessible force for essential warfighting capabilities.

Facts & Figures

- Today, there are 323,773 active duty officers, enlisted and midshipmen; 64,500 Reservists and 203,609 DoN civilians.
- Of the new DoN FY11 hires, 57% were veterans. Since 9/11 more than 70,000 of the 203,609 Individual Augmentees have been Reserve Sailors.
- More than 30,000 DoN civilians have advanced degrees, and more than 4,300 have doctoral degrees.