



DEPARTMENT OF THE NAVY
1000 NAVY PENTAGON
WASHINGTON DC 20350-1000

December 15, 2015

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Department of the Navy (DON) Goals and Objectives for Fiscal Year 2016 (FY16)

The attached DON goals and objectives for FY16 and beyond focus on four key areas for the Department: People, Platforms, Power, and Partnerships. Success in these areas will increase the effectiveness and efficiency of the entire Department, improve the lives of Sailors and Marines, and result in greater security for the United States.

Even with the Department of Defense's continued fiscal uncertainty and evolving operational commitments, the DON maintains a steadfast commitment to maintaining the world's premier Navy and Marine Corps. The Department is accountable for tracking progress and monitoring change in these key areas. In so doing, the Department will continue to provide real benefits to the nation's strategic imperatives and maintain its ability to maintain presence, not just at the right time, but all the time.

These goals and objectives build on our collective efforts and successes from years past, and look forward to improving the DON on an enterprise scale. They evolve from the strategic priorities established by the Secretary of Defense and affect all aspects of the DON from business to warfighters. These objectives are not intended to be a comprehensive list of all that needs to be done in the Department. The list does, however, reflect areas we personally intend to track. Support for the accomplishment of the attached DON goals and objectives is necessary and appreciated.

Robert B. Neller
General, U.S. Marine Corps
Commandant, U.S. Marine Corps

John M. Richardson
Admiral, U.S. Navy
Chief of Naval Operations

Ray Mabus
Secretary of the Navy

Attachment:
As stated

SUBJECT: DON Objectives for FY 2016

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Strategy and Innovation

Department of the Navy Goals and Objectives for Fiscal Year 2016 and Beyond

1. People

- a. Support health and quality of life for military and civilians
- b. Support Veteran Employment Initiative and Wounded Warriors Reintegration Program
- c. Promote and enforce a culture free of sexual assault
- d. Advocate and remove barriers to promote gender-neutral combat force
- e. Engage with the military workforce at home and abroad
- f. Correctly size and deploy the naval services to meet operational demands and rebalance the force
- g. Organize, train, equip, and maintain resilient combat-ready forces
- h. Preserve the acquisition workforce
- i. Strategically manage the total force
- j. Continually improve safety through predictive, hazard-based analysis

2. Platforms

- a. Buy more ships
- b. Strengthen financial management and auditability
- c. Implement agile systems resilient to dynamic cybersecurity demands
- d. Maximize the effectiveness of DON Information Technology through policy, guidance and oversight.
- e. Promote timeliness of program execution
- f. Leverage advanced technologies to increase operational capabilities while minimizing life cycle cost
- g. Strengthen anti-fraud efforts
- h. Integrate unmanned systems into the DON culture
- i. Develop, field, deploy, and modernize unmanned systems in the air, on/under the sea, and on the ground
- j. Optimize department structure to support and facilitate development and integration of unmanned systems

3. Power

- a. Increase alternative energy DON-wide
- b. Sail the Great Green Fleet
- c. Leverage 1 gigawatt execution to improve energy security
- d. Institutionalize resource and energy efficiency throughout the DON
- e. Develop an integrative energy security and resiliency strategy

4. Partnerships

- a. Build and strengthen partnership capacity and key alliances
- b. Implement the DON innovation vision and transformation initiatives
- c. Foster an innovative culture that advances diversity and inclusion in the workforce
- d. Increase cost effectiveness through enhanced competition
- e. Leverage strategic sourcing