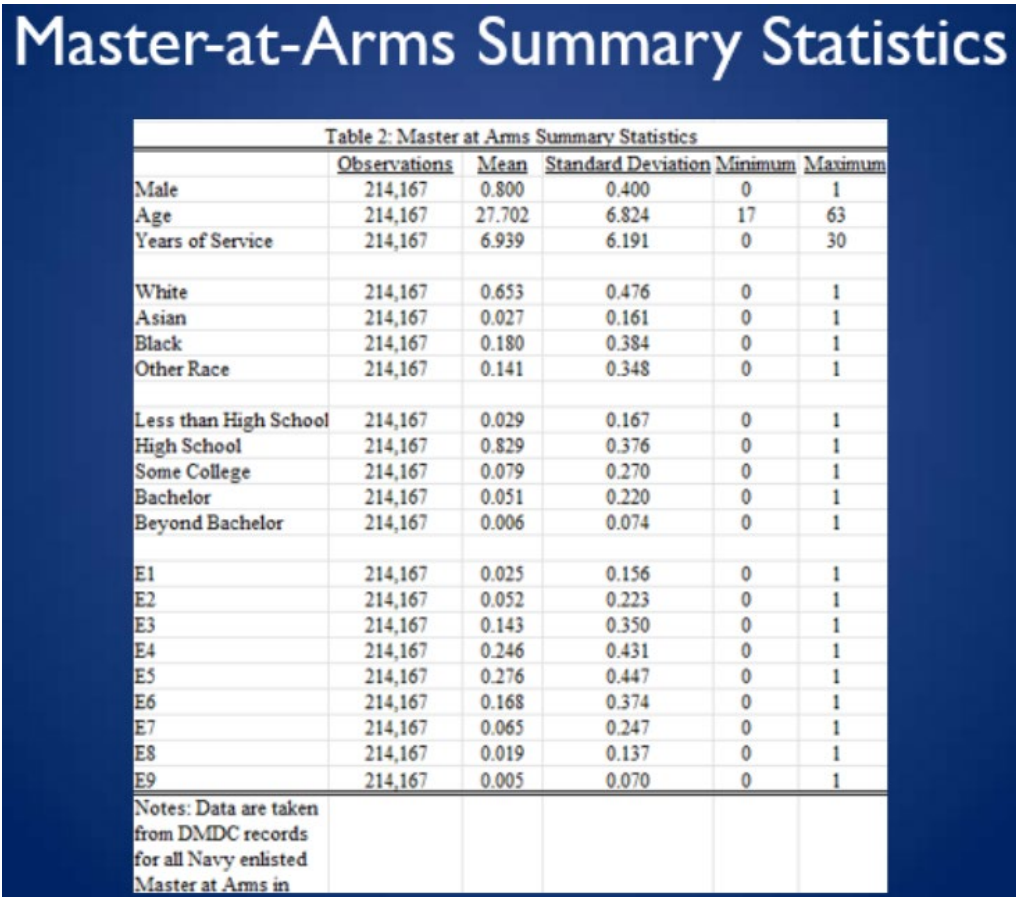
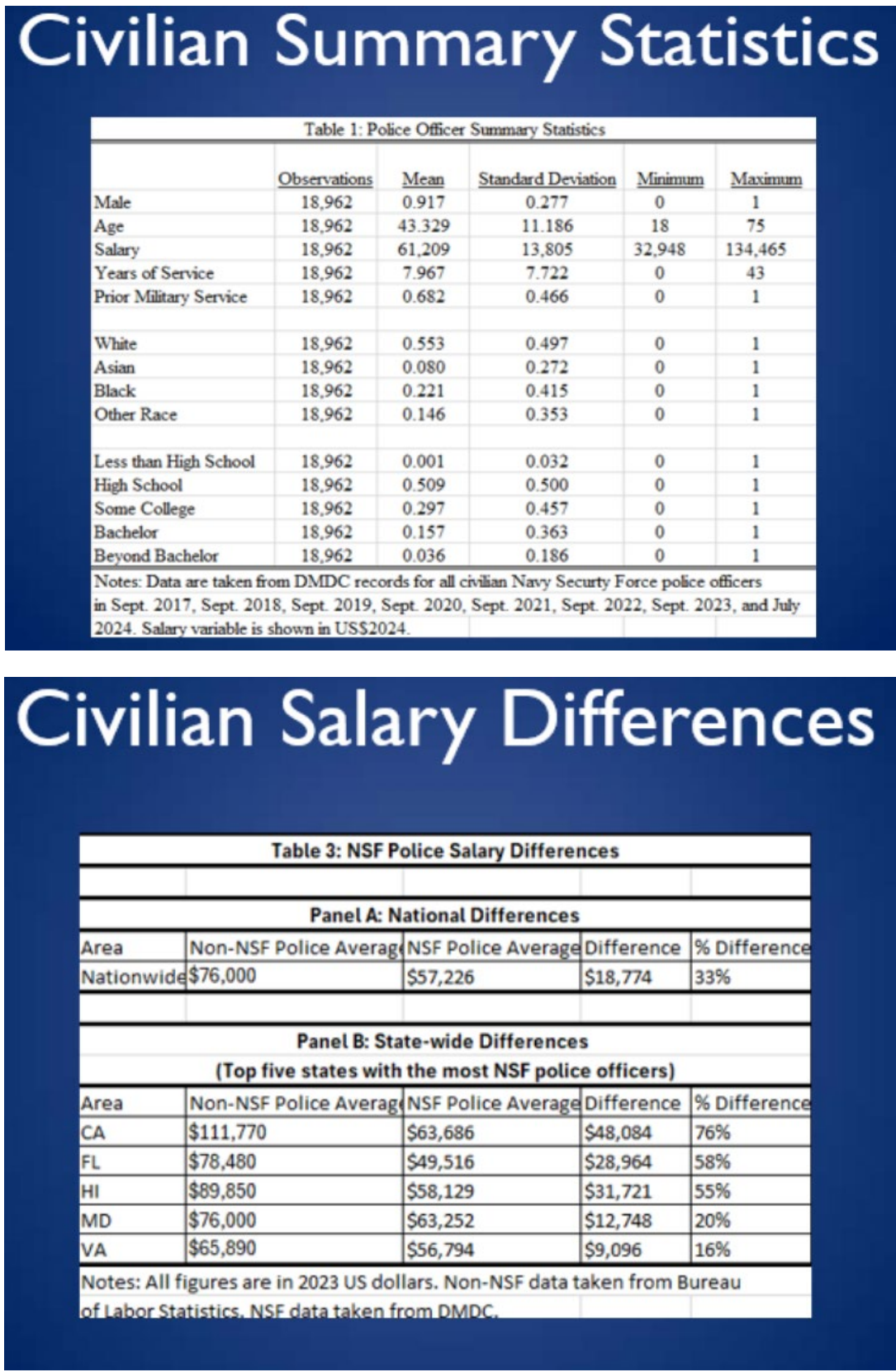


Abstract

This study analyzes and assesses the shortcomings of the Navy Security Force personnel footprint, specifically as it pertains to the current retention challenges NSF faces. The NSF is critical to the Navy’s mission, ensuring the safety of naval assets. Despite the force’s criticality, retention of personnel is a persistent issue likely due to factors including salary, pension, work-life balance, job duties, and military requirements. By analyzing data received from the Defense Manpower Data Center (DMDC) and the Pentagon, the study employs statistical techniques, including trend line analysis, to identify the most prominent factors contributing to this issue. The analysis found that Navy Security Forces earn up to 45% less than local law enforcement in key states, face limited career growth, and show a notable trend where women—despite comprising only 10% of the force—exhibit consistently higher retention rates than men.

Methods

- Collected DMDC data on NSF personnel (2001–2024).
- Cleaned key variables using Stata.
- Visualized trends in Excel to support retention insights.



Results & Impact

- Clear relationship between salary and retention rates in NSF, specifically for the Navy Police. Data compiled from the Bureau of Labor Statistics indicates that the five states with the highest concentration of Navy Police—VA, CA, FL, HI, MD and VA – have salary disparities with federal police officers, with differences of 76%, 58%, 55%, 20%, and 16% respectively.
- There may not be a clear enough progression pathway for the enlisted Master-at-Arms, making it more enticing to seek a career in the civilian world after 5 years of service. A significant portion of this community that is flexible attempting this career early on in life but possibly desires another career, with less risk than law enforcement, as they age.

Future Research

- Strengthen Recruitment strategies by offering competitive incentives and career progression pathways.
- Improve retention through targeted pay adjustments, leadership development and incentive programs.
- Leverage data analytics to optimize NSF workforce structure and mission effectiveness
- As opposed to FLETEC the Military could establish a Joint Military Police training command for all civilian law enforcement personnel within the Department of Defense.

