



THE SECRETARY OF THE NAVY  
WASHINGTON DC 20350-1000

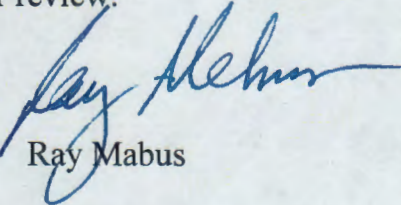
May 2, 2013

MEMORANDUM FOR THE SECRETARY OF DEFENSE

THROUGH: CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
ACTING UNDER SECRETARY OF DEFENSE (PERSONNEL AND  
READINESS)

SUBJECT: Department of the Navy Women in the Service Review Implementation Plan

Mr. Secretary, as directed by the Secretary of Defense and Chairman of the Joint Chiefs of Staff memorandum of January 24, 2013, the Navy and Marine Corps implementation plans are provided for your review.



Ray Mabus

Attachments:  
As stated

## Navy Women in Service Implementation Plan

Navy is fully committed to equal professional opportunities for all uniformed personnel. Currently, over 88% of all Navy billets are open to females. This is the result of Navy's deliberate and steady review and expansion of opportunities at sea for females that began with the first assignment of females onboard ships in 1994. We fully intend to continue our expansion of opportunity in a thoughtful and deliberate manner; our goal is to continue to ensure all Navy men and women have the opportunity to succeed and are set up for success with viable career paths while preserving our warfighting capability.

To review, the following **positions** are presently closed:

- Female enlisted on FFGs (costs of appropriate berthing and privacy arrangements are prohibitive)
- Female enlisted on PCs (costs of appropriate berthing and privacy arrangements are prohibitive)
- Female enlisted on MCMs (costs of appropriate berthing and privacy arrangements are prohibitive)
- Female enlisted in Coastal Riverine Force small craft (unit below brigade level, primary mission to engage in direct ground combat)
- Female enlisted assigned to USMC Ground Combat Element below battalion level (unit below brigade level, primary mission to engage in direct ground combat)
- Female officers on LA and Seawolf class submarines (costs of appropriate berthing and privacy arrangements are prohibitive)

The following **occupations** are presently closed:

- SEAL Officer, SEAL LDO, SEAL CWO, SEAL enlisted (SB, SO) (units engaged in Special Operations Forces missions)
- Enlisted ratings solely associated with duty on submarines (ETN, ETR, FT, ITS, MME, MMW, MT, STS) (costs of appropriate berthing and privacy arrangements are prohibitive)

In accordance with SECDEF's February 2013 memo rescinding the direct ground combat exclusion, Navy submits the following plan (TAB A) which maximizes all feasible professional opportunities for females in the Navy. With this plan, we fully envision Navy will have no closed occupations, very limited number of closed positions, and equal professional opportunity for females in every officer designator and enlisted rating in the Navy by January 2016.

- Navy intends in July 2013 to submit to OSD for Congressional notification, our intent to open Coastal Riverine Force small craft to female officers and enlisted. Upon approval, there will be no restrictions to the assignment of females in the Coastal Riverine Force.
- As coordinated with USMC, Navy intends to assign females to USMC Ground Combat Element as positions are opened by USMC. Navy personnel will adhere to USMC occupational standards where applicable.
- As coordinated with U.S. SOCOM, Navy and NSWC intend to follow the SOCOM-developed integrated timeline for the potential integration of females into Special Forces.

- Navy has opened opportunity to women officers on all submarine types (SSN, SSBN, SSGN). Navy will decide NLT March 2015 whether, in addition to service on Virginia class submarines, women officers will be assigned to:
  - LA class submarines
  - Seawolf class submarines
- As publicly announced in Jan 2013, Navy intends to assign enlisted women to Virginia class submarines. Navy will decide NLT March 2015 on whether to expand assignment of enlisted women to other submarine classes.
- Women officers and enlisted currently serve on virtually every surface ship class in the Navy and we will continue to expand opportunity as new ships and ship classes are commissioned. Navy will decide NLT June 2014 whether to expand assignment opportunity for enlisted women to:
  - FFGs (all but 1 FFG due to be decommissioned by 2016)
  - MCMs (due to decommission by FY 2024, replaced by LCS with Mine Warfare Mission Module) which will be open to women, officer and enlisted.
  - PCs (due to decommission by 2024)

# *Elimination of the 1994 Direct Ground Combat Definition and Assignment Rule*

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## **US Navy Implementation Plan**



- **SECDEF/CJCS Direction**
- **CJCS Guiding Principles**
- **Navy Current Status**
- **Navy Current Policy**
- **Implementation Plan Summary**
- **Navy Implementation Plan Timeline Summary**
  - Decision Point #1: Coastal Riverine Force Small Craft Integration
  - Decision Point #2: USMC Ground Combat Element Support Integration
  - Decision Point #3: USSOCOM/Naval Special Warfare Integration
  - Decision Point #4: Submarine Integration
  - Decision Point #5: Frigate, Patrol Coastal Craft and Mine Countermeasure Ship Integration



# ***SECDEF/CJCS Direction***

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## ▪ **Secretary of Defense's Direction**

- Integration of women into newly opened positions and units will occur as expeditiously as possible, considering good order and judicious use of fiscal resources

## ▪ **Chairman's Intent**

- Integrate women into occupational fields to the maximum extent possible successfully and without sacrificing our warfighting capability or the trust of the American people
- Services may request an exception to policy if the assignment of women to a specific position or occupational specialty is in conflict with stated principles.



# ***CJCS Guiding Principles***

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- **Preserve unit readiness, cohesion, and morale**
- **Ensure all Service men and women are given the opportunity to succeed and are set up for success with viable career paths**
- **Promote policies that maintain the best quality and most qualified people**
- **Validate occupational performance standards, both physical and mental, for all military occupational specialties**
- **Ensure a sufficient cadre of midgrade/senior women enlisted and officers are assigned to commands at the point of introduction to ensure success in the long run.**



# *Navy Current Status*

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- **The following positions are presently closed:**

- Female enlisted on Frigates (FFG) (costs of appropriate berthing and privacy arrangements are prohibitive)
- Female enlisted on Mine Countermeasures (MCM) ships (costs of appropriate berthing and privacy arrangements are prohibitive)
- Female enlisted on Patrol Coastal Crafts (PC) (costs of appropriate berthing and privacy arrangements are prohibitive)
- Female enlisted in Coastal Riverine Force small craft (unit below brigade level, primary mission to engage in direct ground combat)
- Female officers and enlisted assigned to USMC Ground Combat Element (GCE) below battalion level (unit below brigade level, primary mission to engage in direct ground combat)
- Female officers on Los Angeles and Seawolf class submarines (costs of appropriate berthing and privacy arrangements are prohibitive)

- **The following occupations are presently closed:**

- Special Warfare/Sea Air Land (SEAL) Officer, Limited Duty Officer, Chief Warrant Officer, and enlisted SB and SO ratings (units engaged in Special Operations Forces missions)
- Enlisted ratings solely associated with duty on Submarines (ETN, ETR, FT, ITS, MME, MMW, MT, STS) (costs of appropriate berthing and privacy arrangements are prohibitive)





# *Navy Current Policy*

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- **Based on lessons learned from surface, aviation and submarine integrations:**
  - All billets shall be gender-neutral; a man or woman may replace a transferring man or woman
  - Rating mix of women shall be balanced between available enlisted women and command manning requirements
  - Routine Navy assignment policy will be used
  - Assessments important for success
- **Navy Integration Policy (OPNAVINST 1300.17B) dictates:**
  - An experienced or warfare qualified female officer shall be aboard prior to the initial embarkation of enlisted E6 and junior women or newly commissioned officers
  - A minimum of one female Chief Petty Officer (CPO) shall be assigned and be aboard prior to E6 and junior women, can be waived to an E6 with Type Commander approval
  - A minimum of two female officers shall be assigned
  - Female E3 and junior shall not exceed 40% of E6 and junior female racks available



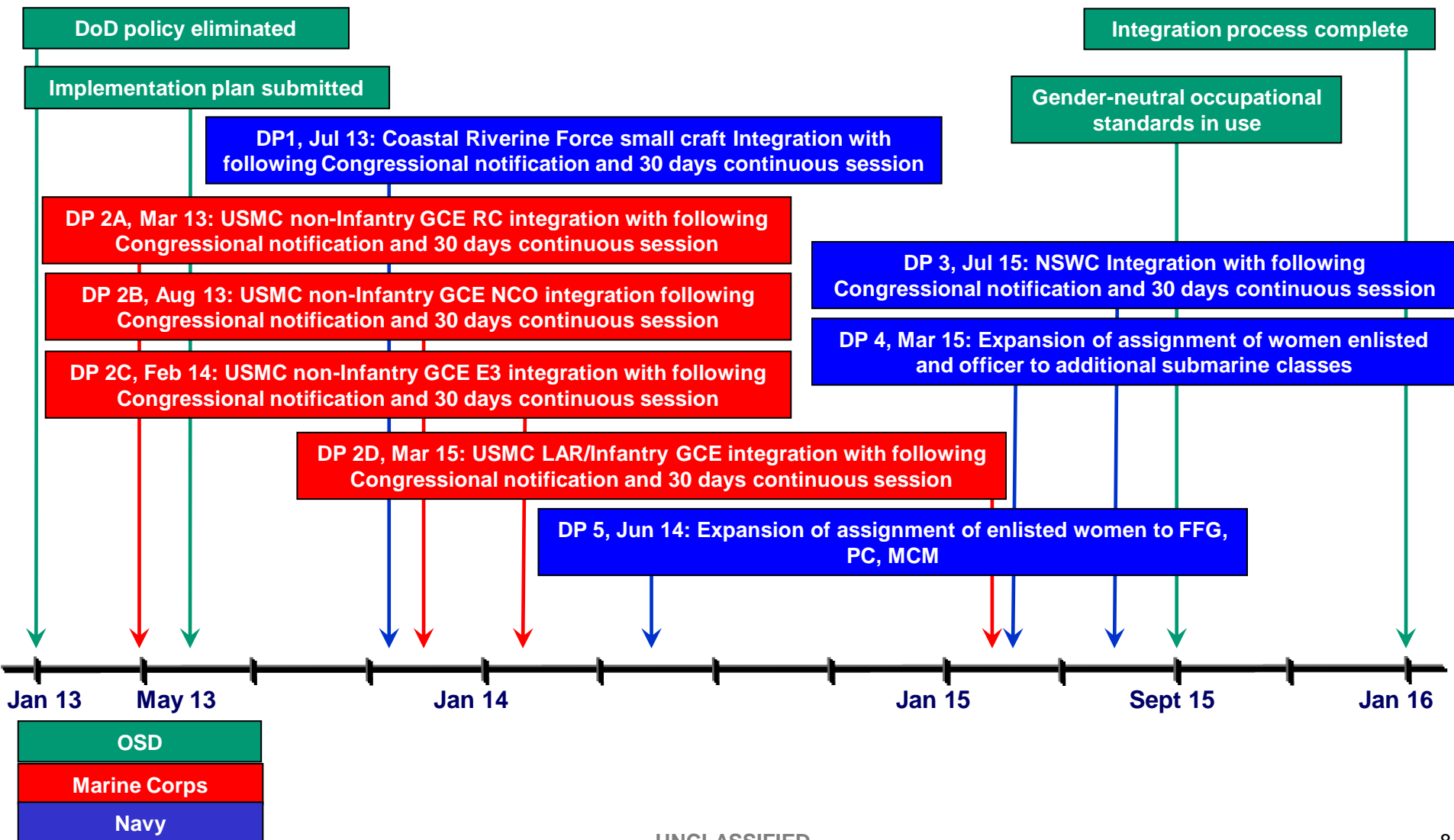
# *Implementation Plan Summary*

In accordance with SECDEF's February 2013 memo rescinding the direct ground combat exclusion, Navy submits the following Implementation Plan which maximizes all feasible professional opportunities for females in the Navy. With this plan, we fully envision Navy will have no closed occupations, a very limited number of closed positions, and equal professional opportunity for females in every officer designator and enlisted rating in the Navy.

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- As coordinated with USMC, Navy intends to assign females to USMC Ground Combat Element as units are opened by USMC. Navy personnel will adhere to USMC occupational standards where applicable.
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- As publicly announced in Jan 2013, Navy intends to assign enlisted women to Virginia class submarines. Navy will decide NLT March 2015 on whether to expand assignment of enlisted women to other submarine classes.
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  - FFGs (all but 1 FFG due to be decommissioned by 2016)
  - MCMs (due to decommission by FY 2024, replaced by LCS with Mine Warfare Mission Module) which will be open to women, officer and enlisted.
  - PCs (due to decommission by 2024)



# Navy Implementation Plan Timeline Summary





# Decision Point #1: Coastal Riverine Force Small Craft Integration

Positions opening within  
Enlisted ratings: BM, ET,  
EN, GM, QM, MA, ET, IT,  
IS, OS, EN, CM, EO, HM  
Positions opening within  
111X Officer designator

Coastal Riverine Force small craft Integration with following  
Congressional notification and 30 days continuous session

Commence training of female officers and  
enlisted for Coastal Riverine Force duty

Initial assignment of female officer and enlisted to  
Coastal Riverine Force small craft previously closed  
due to Direct Ground Combat exclusion





# Decision Point #2: USMC Ground Combat Element Support Integration

Positions closed to females: Medical Officers, Enlisted Hospital Corpsmen (HM), Chaplains, Enlisted Religious Program Specialists (RP), Naval Gunfire Liaison Officers (NGLO)

Per USMC Implementation Plan, inform DP #2:  
- Habitability studies  
- Cost estimates  
- Career Impact  
- Physical standard development

USMC decision to Further integrate Reserve Component (RC) non-Infantry Ground Combat Element (GCE)

USMC decision to Further integrate Active Component (AC) and RC non-Infantry GCE to NCO level

USMC decision to integrate Reconnaissance and Infantry Battalions

Implementation Plan complete; Assignment contingent on inventory

USMC decision to Further integrate AC and RC non-Infantry GCE to E3 level

Officers, SNCOs to Reconnaissance and Infantry Battalions

RC Officers, SNCOs to non-Infantry GCE

AC, RC NCOs to non-Infantry GCE Units

AC and RC E3s to non-Infantry GCE Units

NCOs Reconnaissance and Infantry Battalions

E3s to Reconnaissance and Infantry Battalions

DP 2A

May 13

Jul 13

DP 2B

Aug 13

DP 2C

Feb 14

DP 2D

Mar 15

Jan 16

Mar 13



# Decision Point #3: USSOCOM/Naval Special Warfare Integration

Officer designators 113X, 715X, 717X, Enlisted ratings SB and SO

Conduct research to inform DP #3, NSW/USSOCOM:

- DOTMLPF-P Analysis
- Conduct studies
- Analysis of Impacts
- Define Requirements
- Standards Integration
- Develop cadre
- Personnel processes

Studies complete

NSWC Integration with following Congressional notification and 30 days continuous session

Begin Enlisted Boot Camp

Officer Selection

SEAL/SWCC Pipeline open to females

Cadre placement

1<sup>st</sup> Opportunity for Enlisted to ship to SEAL/SWCC training

1<sup>st</sup> Opportunity for Officers to ship to SEAL/SWCC training

1 Jul 14



NLT Jul 15

Oct 15

Jan 16

Mar 16

Jun 16



# Decision Point #4: Submarine Integration

All enlisted ratings on submarines closed to females (ETN, ETR, FT, ITS, MME, MMW, MT, STS)

Conduct research to inform DP #5:

- Habitability studies
- Cost estimates
- Community management
- Decommissioning/commissioning schedules
- Modification timelines

1<sup>st</sup> 2 VA Class SSNs selected for integration

Select female Non-1120 officers for assignment to VA Class

Develop POAM including a list of significant barriers to integration

All submarine types integrated with female officers (SSN, SSBN, SSGN)

Female officers embark VA Class submarines

Congressional notification, 30 days continuous session

ETPs routed for ship/ratings; if req'd

USN makes decision on whether to further integrate females on submarines

ETPs approved or females assigned/under orders for training if decision is made to integrate

Jan 13

Jan 14

Jan 15



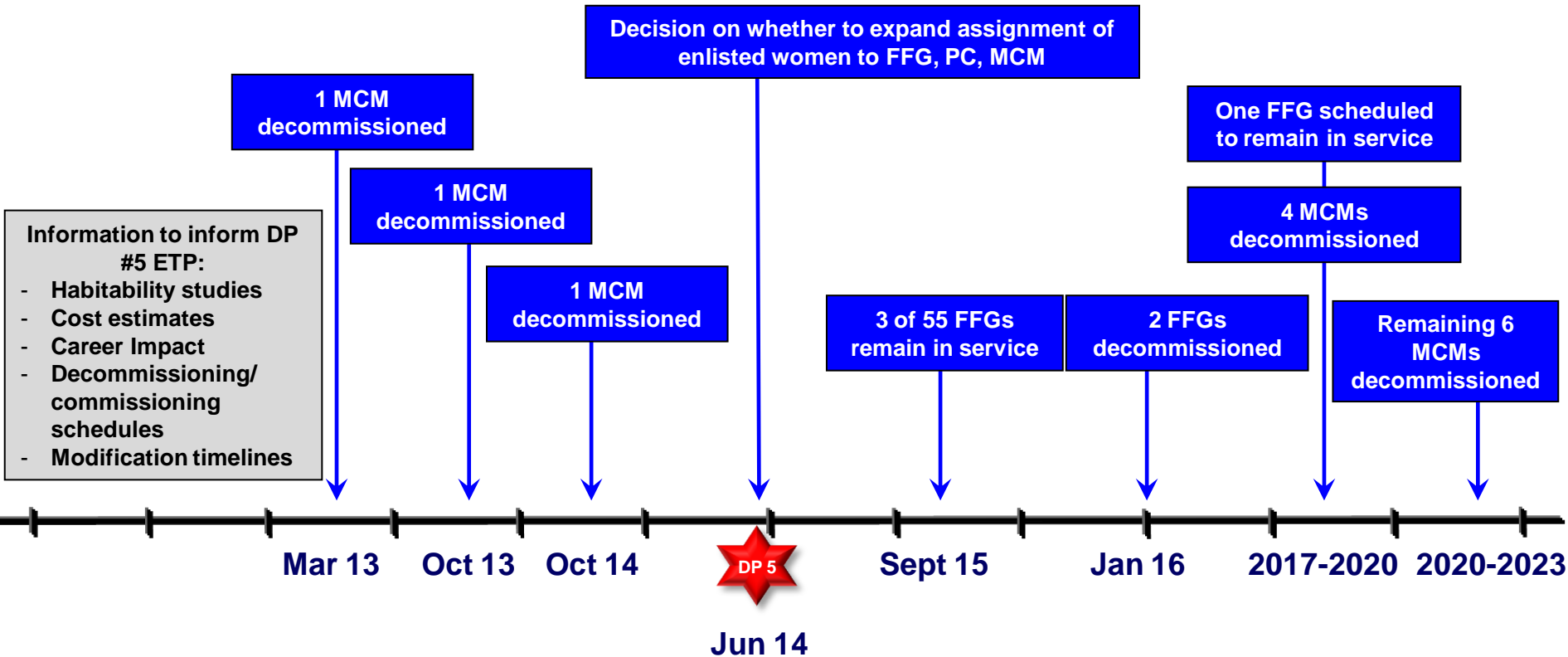
Mar 15

Jan 16

- Enlisted integration POAM will emulate officer model
- The Submarine Force has committed to building VA Class Block V and OHIO Replacement Class to be gender neutral



# Decision Point #5: Frigate, Patrol Coastal Craft and Mine Countermeasure Ship Integration



- All new classes of surface ships are designed as gender neutral