Women in Submarines

Informational Brief
ENLISTED WOMEN IN SUBMARINES

- Opportunity to Serve
- Submarine Community
- Conversion Process
- Training and Life on a Submarine
SUBMARINES ARE OPEN TO WOMEN!

- All female Sailors E1 to E8 are eligible for conversion into ANY submarine rating*
- Includes **PACT** Sailors regardless of rank or experience
- First group of women were selected June 2015!

*E6 and below female Sailors interested in submarine nuclear duty will be selected from the nuclear-training pipeline (as students or Junior Staff Instructors)
A MULTI-MISSION FORCE

Strike

Strategic Deterrence

ASW

SOF

ISR

ASUW

Counter Drug Ops

Mine Warfare
FORCE OVERVIEW: 76 SUBMARINES

**OHIO Class**  
(14 SSBN and 4 SSGN)

**VIRGINIA Class**  
(14 SSN)

**LOS ANGELES Class**  
(41 SSN)

**SEAWOLF Class**  
(3 SSN)
SUBMARINE HOMEPORTS

Kings Bay, GA
- COMSUBGRU-10
- SUBRON-16 (3)
- SUBRON-20 (5)

Groton, CT
- SUBDEVRON-12 (8)
- SUBRON-4 (9)

Bangor, WA
- COMSUBGRU-9
- SUBDEVRON-5 (3)
- SUBRON-17 (6)
- SUBRON-19 (4)

San Diego, CA
- SUBRON-11 (6)

Pearl Harbor, HI
- COMSUBPAC
- SUBRON-1 (9)
- SUBRON-7 (10)

Guam
- SUBRON-15 (4)

SUBFOR Manpower
- Total: ~21,000
- Officer: ~2,000
- Enlisted: ~17,000
- Civilian: ~2,000
Phase 1 of female enlisted integration will begin with SSGN and SSBN crews in Kings Bay, GA and Bangor, WA beginning in 2016 and continuing through 2021.
SSGN OPERATIONS

- 2 Crew Submarine
  - Blue Crew and Gold Crew
- High deployed presence capability
  - Ship forward deployed for 12 months
  - Each crew swaps out every 3-4 months and flies home
- 2 Drydeck Shelters
- Support for 66 Special Operations Forces
- Up to 154 Tomahawk missiles
- Inherent stealth and Endurance
SSGN DEPLOYMENT CYCLE

4 SSGNs = 2 to 3 in theater at all times
SSBN OPERATIONS

- Two crew Submarine
- Average patrol (deployment) is 3 months
- CNO’s #1 mission priority!

- 54% of nation’s nuclear warheads
- 100% of nation’s survivable warheads
- 19% of strategic budget
- Over 4000 patrols since 1960
SSBN PATROL CYCLE

Pre-Deployment Training Period

Certification
Refit / Refit Assist
Pre-Deployment Training Period
Squadron Assessments
Ready for Sea Brief

Training Arrival Conference

REFIT ASSIST

Patrol

External Evils

External Evils
Sea Trials

REFIT

112 Day Patrol Cycle

35 Days
77 Days
35 Days
77 Days
CONVERSION PROCESS

Integration Plan
CPO
E6 and Below
Submarine Ratings
Selection Factors
- Modify SSGN/SSBNs
- Four CPOs from (YN/CS/LS/HM(IDC)/IT)
- 34 E6 and below per application cycle
  - From any rate, into any rate
  - Accepting PACT/undesignated into any rate
  - Nuclear-trained Sailors selected from training pipeline
- Target 20% female crew
- Expand to 18 crews over the next 8 years
CPO CONVERSION

- **CPOs**
  - YN / CS / LS / HM(IDC) / IT
  - Selection panel
  - Approved by SUBFOR, results by NAVADMIN

- **Once selected**
  - Submarine Medical Screening within 30 days
  - Transfer approximately 9-12 months from selection
  - Basic Enlisted Submarine School (BESS) (7 weeks)
  - Submarine specific training
  - Report in prior to E6 and below
E6 AND BELOW CONVERSION

- All ranks and ratings eligible
- Apply per NAVADMIN
- Objective scoring and rating/rank distribution

- Milestones...
  - Application package Due
  - Notification
  - Medical Screening
  - Transfer (9-12 months)
  - BESS Groton, CT (7 weeks)
  - A/C School (0-47 weeks)
  - Arrival
JOB OPPORTUNITIES

- Fire Control Technician (FT)
- Machinist’s Mate (MM) (Auxiliary and Weapons)
- Electronics Technician (ET) (Navigation or Communications)
- Missile Technician (MT)
- Electronics Technician – Nuclear (ETN)*
- Machinist Mate – Nuclear (MMN) and Engineering Laboratory Technician (MMN-ELT)*
- Electricians Mate – Nuclear (EMN)*
- Culinary Specialist (CS)**
- Logistics Specialist (LS)**
- Yeoman (YN)** (Qualified PS will also be considered for Direct Conversion)
- Information Systems Technician (ITS)**
- Hospital Corpsman - Independent Duty Corpsman (HM-IDC)**
- Sonar Technician Submarines (STS)

* Nuclear Ratings are not available for conversion

** CPO conversion MUST be from one of these ratings
WHAT FACTORS ARE CONSIDERED FOR SELECTION?

- CO's Endorsement
- Exceptional Performance (Soft/Hard Breakouts on FITREPS)
- Sea Service Experience
- Warfare Qualified
- Job Experience (i.e. assignments that can be related to success in submarine service)
- Sailors in all paygrades E1 to E6
  - PACT Sailors are eligible for selection regardless of experience!

HARDWORKING, MOTIVATED WOMEN WHO WANT TO BE SUBMARINERS!
TRAINING AND LIFE ON A SUBMARINE

BESS
A/C School
Life on a Submarine
Basic theory of construction/operation of submarines
- Learn ships systems, organization, and damage control
All non-nuclear submariners attend BESS
- Prepares Sailors to pursue submarine qualifications upon initial assignment to an operational submarine
Critical screening of future submariners in the areas of adaptability and reliability
Seven weeks in Groton, CT
TRAINING PIPELINE

All Conversion Sailors will attend A and/or C school based on previous rating

- **CS ‘A’ School**
  - 5 Weeks in Ft Lee, VA
- **LS ‘A’ School**
  - 7 Weeks in Meridian, MS
- **YN ‘A’ School**
  - 6 Weeks in Meridian, MS
- **ISTS ‘A/C’ Schools**
  - 47 Weeks in Groton, CT
- **ET Communication ‘A/C’ Schools**
  - 30 Weeks in Groton, CT
- **ET Navigation ‘A’ School**
  - 27 Weeks in Groton, CT
- **STS ‘A’ School**
  - 27 Weeks in Groton, CT
- **FT ‘A’ School**
  - 27 Weeks in Groton, CT
- **MM AUX ‘A’ School**
  - 9 Weeks in Groton, CT
- **MM W EPS ‘A’ School**
  - 13 Weeks in Groton, CT
LIFE ON A SUBMARINE

- Bangor, WA or Kings Bay, GA
- Expectations
  - Watchstanding at-sea and in-port
  - Earning your “dolphins”
- Dual crew
- Sub Pay
  - In addition to other incentive pay (e.g. sea pay and hazardous duty pay)
QUESTIONS?
FOR MORE INFORMATION...

Go to Enlisted Women in Submarines webpage at:

### Enlisted Women in Submarines Task Force
- CAPT George Perez Jr. - Deputy EW STF  
  George.Perez5@navy.mil
- LCDR Austin Burkett - EW STF  
  James.a.burkett@navy.mil
- LT Jennifer Carroll - SUBFOR Women in Submarines Coordinator  
  Jennifer.carroll@navy.mil

### Submarine Enlisted Community Managers
- LT Gregory Mosley - Assistant Submarine Non-Nuclear ECM  
  Gregory.w.mosley@navy.mil
- STSC S(SS) Joseph Hanley - Submarine Non-Nuclear ECM Technical Advisor  
  Joseph.m.hanley@navy.mil
- YNC (SS) Aaron Norton - Submarine Non-Nuclear ECM Technical Advisor  
  Aaron.norton@navy.mil
- LCDR William Wiley - Submarine Nuclear ECM  
  William.wiley1@navy.mil
BACKUP SLIDES
SSN OPERATIONS

- Single crew Submarines

- Average Deployment 6 months

- Multi-mission platform

- Project power ashore with Tomahawk cruise missiles and Special Operations Forces

- Intelligence, Surveillance, Reconnaissance (ISR) missions
HOW BIG ARE SUBMARINES?

Too Small?

Arleigh Burke Class DDG

Ohio Class Submarine

Ship Length

- Arleigh Burke Class: 509 ft
- Ohio Class: 560 ft

Crew Complement

- Arleigh Burke Class: ~275
- Ohio Class: ~160
**SRB INCENTIVES**

Submarine Rates SRB as of April 2015

<table>
<thead>
<tr>
<th>Rating</th>
<th>Navy Enlisted Classification</th>
<th>Zone A</th>
<th>Zone B</th>
<th>Zone C</th>
</tr>
</thead>
<tbody>
<tr>
<td>ETV</td>
<td>14XX</td>
<td>2.0</td>
<td>1.5</td>
<td>0</td>
</tr>
<tr>
<td>ETR</td>
<td>14XX</td>
<td>3.0</td>
<td>2.5</td>
<td>0</td>
</tr>
<tr>
<td>FT</td>
<td>13XX</td>
<td>0</td>
<td>1.0</td>
<td>1</td>
</tr>
<tr>
<td>MMA</td>
<td>42XX</td>
<td>2.5</td>
<td>1.5</td>
<td>0</td>
</tr>
<tr>
<td>MMW</td>
<td>42XX</td>
<td>3.0</td>
<td>2.0</td>
<td>0</td>
</tr>
<tr>
<td>CS</td>
<td>0000</td>
<td>2.0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>MT</td>
<td>33XX</td>
<td>1.0</td>
<td>1.0</td>
<td>0</td>
</tr>
<tr>
<td>LSS</td>
<td>0000</td>
<td>0.5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>STS</td>
<td>0000/0416</td>
<td>1.5</td>
<td>1.0</td>
<td>8.0</td>
</tr>
<tr>
<td>YNS</td>
<td>0000</td>
<td>1.0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>ITS</td>
<td>27XX/2781</td>
<td>3.0</td>
<td>2.5</td>
<td>2.5</td>
</tr>
</tbody>
</table>

SRB rates current as of MSG DTG 301636Z APR 2015

VERIFY SRB RATES IAW CURRENT NAVADMIN
FAQ

What ratings are available to convert into?

- All non-nuclear submarine ratings are available for conversion (STS, FT, MMW, MT, ITS, ET-NAV/ET-COM, LS,YN, CS, MMA). Applicants must meet the criteria for the ratings to which they are requesting conversion. Some ratings will offer direct conversion without requiring additional rating training. (i.e., LS, YN, CS) All Submarine Sailors must attend Basic Enlisted Submarine School (BESS), with the exception of nuclear-trained Sailors. Female applicants CANNOT apply for conversion via SEAWAY. PACT/Undesignated Sailors of any paygrade are eligible for selection into any rating.

Does it benefit me to submit my package early in the selection process?

- No. The selection process will not commence until after the application deadline.

Will I be notified if I am not going to receive my first choice identified in my package?

- No. When you list your three options you should expect to be selected in any of those ratings. DO NOT request a rate that you are not willing to convert into. However - your preferences are part of the process and 82% of Sailors selected were placed in their first choice.
FAQ

- I am married to another service member. Will we be able to transfer together if I am selected?
  - Marriage Status is not considered in the selection process, however as billets become available in Kings Bay GA and Bangor WA, it may be considered in assignments. Navy policies for Mil-Mil families will be considered in writing your orders. Note also that the initial training pipeline for all Sailors, excluding nuclear-trained Sailors, will begin in Groton, CT and will vary in length based on the rating selected. Final assignments will be to either Kings Bay, GA or Bangor WA. Both bases are in proximity to additional Naval bases and facilities.

- I just reported to shore command. Will I be required to return to sea if selected?
  - Yes. As part of the submarine volunteer statement you will be required to obligate for a minimum of 36 months of sea time following your training pipeline. Most conversions should expect to have their first submarine tour be based on the sea/shore flow of the rating into which they are converting.
FAQ

- Where are the Sailors selected during this application cycle going to be stationed?
  - Following training in Groton, CT, the initial assignments will be to an SSGN or SSBN stations in either Kings Bay, GA or Bangor, WA. After 2020, additional homeports will become available as Virginia Class SSNs are modified to support an integrated crew. The current cycle is for integration of FLO RIDA in Kings Bay.

- What if my ASVAB is not high enough to meet the criteria of submarine ratings?
  - ASVAB waivers can be considered. Experience and past training will be taken into account as potential mitigation when assessing a waiver request. Due to the competitive nature of the program, packages requiring waivers will have a smaller chance of being selected. It is recommended that you retake the ASVAB and submit updated scores with your package.
FAQ

- I am over the age requirement, will I require an age waiver?
  - An age waiver is not required for submission with your application. If your application is selected for this program you will be granted an age waiver if required.

- If my medical screening is not reviewed by an Undersea Medical Officer or Diving Medical Officer can I still submit my package?
  - Yes. If selected, you will have 30 days to complete a submarine physical reviewed by an Undersea Medical Officer.
FAQ

How do the male submariners feel about having women onboard?

There will be mixed reactions depending on personalities and there will definitely be a “warming up” period for most of the crew while they get a feel for how this change affects them. More important than gender will be whether you can do your job, qualify, and support the team. Submariners judge fellow Sailors based on their competency and ability to contribute. It’s a small crew so one person not pulling their weight affects everyone else, if you work hard and pull your weight, gender will be a non-issue.
FIRST TOUR EXPECTATIONS

The first year for any Submariner is spent familiarizing themselves with the ship, their division, and completing qualifications.

- Qualify in-rate watch at-sea and in port.
- Complete Ship’s (Dolphin) Qualifications (up to 12 months).
- E-6 and below (non-nuclear), qualify Below Decks Watch (3 months after completion of Ship’s qualification).
- E-6 and below (nuclear), qualify Senior-in-Rate Watch (up to 18 months).
- E-6 and above, qualify Chief of the Watch.
- E-6 and below (non-nuclear), qualify Senior in-Rate Watch (depending on the rating).

- * Numerical values are months onboard.

Report Onboard

2-4
12
15
18
24
FAQ

What does it mean to be stationed on a dual crew submarine?

Dual crews are generally considered a pretty good deal. It’s good for family life because your crew only owns the boat for half of the time, half of the ship’s deployments and half of the maintenance periods. When your crew is the “off-crew” you’ll do a lot of training, but you’ll go home every night, the trainers close around 1600, and you won’t stand duty on the weekends. Overall there is a high op-tempo because the boat is almost constantly deployed, but the burden is shared between two full crews.
FAQ

- What is the berthing configuration for women?

  Women will be placed in three 9 man bunkrooms. The aft crews head is being split during the modification to create one female only head and a single use head for males or females. The forward head is being expanded for the males to maintain same person to head ratio (roughly). The CPOs will have a berthing area and shower in Chief’s Quarters. The head will be time-shared by male and female CPOs. Hot-racking is when three Sailors share two bunks. It is very common on fast-attack (LA or VA Class) submarines because there are not enough bunks for the whole crew. Hot-racking isn’t a common practice on SSGN /SSBN (OHIO Class) submarines because there are more than enough bunks for each crew member.
FAQ

- **How do we communicate with family while underway?**
  - Email can be limited and there is no ability to make phone calls. Typically we are able to receive more than we’re able to transmit, but it depends on the mission and where we are in the world. Alternately, the deployments are about 3 months long, so it can be more isolated while you’re gone, but you aren’t gone for long periods of time.

- **What ports do submarines pull into?**
  - It depends on the mission and length of the deployment. SSGNs will make some port calls and are forward deployed out of Diego Garcia and Guam. SSBNs make no port calls for security reasons.

- **What is Sub Pay and how much is it?**
  - Sub pay is similar to hazardous duty pay, but it’s constant once you’ve started BESS – it starts at $75 per month and goes up by time in submarines and rank. You’ll continue to receive sub pay even on shore duty as long as you plan to continue in the submarine force.
Sailors not residing in the Barracks also receive BAS while inport.

**SUBMARINE PAY**

Pay Comparison (based off one year time in service)

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>2 or less</th>
<th>Over 2</th>
<th>Over 3</th>
<th>Over 4</th>
<th>Over 6</th>
<th>Over 8</th>
<th>Over 10</th>
<th>Over 14</th>
<th>Over 16</th>
<th>Over 18</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-9</td>
<td>425.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>600.00</td>
</tr>
<tr>
<td>E-8</td>
<td>415.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>550.00</td>
</tr>
<tr>
<td>E-7</td>
<td>405.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-6</td>
<td>155.00</td>
<td>170.00</td>
<td>175.00</td>
<td>300.00</td>
<td>325.00</td>
<td>375.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-5</td>
<td>140.00</td>
<td>155.00</td>
<td></td>
<td>250.00</td>
<td>275.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-4</td>
<td>80.00</td>
<td>95.00</td>
<td>100.00</td>
<td>245.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-3</td>
<td>80.00</td>
<td>90.00</td>
<td>95.00</td>
<td>90.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-2</td>
<td>75.00</td>
<td>90.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-1</td>
<td>75.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Submarine Duty Incentive Pay** *(Effective October 1, 2011)*

Cumulative Years of Service

Submarine Duty Incentive Pay for O-7 through O-10 is $355.00