Women in Submarines

Fleet Engagement Brief
January 2015

CAPT Rod Hutton
Deputy – Enlisted Women in Submarines Task Force

Overall Classification
UNCLASSIFIED
New Opportunities

Coming in 2015 - Hiring
All Female Sailors E1 to E8
for
Conversion and Accession
to
ALL SUBMARINES RATINGS
Today, more than 60 Female officers are proudly serving in the U.S. Navy Submarine Force.
Force Overview

TOTAL INVENTORY = 76

- Ohio Class SSBN (14)
- Ohio Class SSGN (4)
- Virginia Class SSN (14)
- Los Angeles Class SSN (41)
- Seawolf Class SSN (3)
Homeports

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

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

- **Norfolk, VA**
  - COMSUBFOR
  - SUBRON-6 (9)

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

- **San Diego, CA**
  - SUBRON-11 (6)

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

- **Guam**
  - SUBRON-15 (4)

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**FORCE STRUCTURE**

- 58 – SSNs
- 4 – SSGNs
- 14 – SSBNs

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**SUBFOR Manpower**

- Total: ~21,000
- Officer: ~2,000
- Enlisted: ~17,000
- Civilian: ~2,000
Mission Areas

- Strike
- Strategic Deterrence
- ASW
- SOF
- ISR
- ASUW
- Counter Drug Ops
- Mine Warfare

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COMMANDER, ENLISTED WOMEN IN SUBMARINES TASK FORCE
How do Submarines compare?

Arleigh Burke Class DDG

Ohio Class Submarine

Too Small? How do they stack up?

Ship Length

Arleigh Burke Class:
- 509 ft

Ohio Class:
- 560 ft

Crew Complement

Arleigh Burke Class:
- ~ 275

Ohio Class:
- ~ 160
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
- Crew swaps every 3-4 months
- High deployed presence capability - Ship forward deployed 12 months
- 2 Drydeck Shelters
- Up to 154 Tomahawk missiles
- Support for 66 SOF personnel
- Inherent stealth and endurance
SSBN Operations

- 2 Crew Submarines
- Average Deployment - 3 months
- CNO’s #1 Mission Priority
- Only survivable leg of the strategic triad
- 54% of nation’s nuclear warheads
- 100% of survivable warheads
- 19% of strategic budget
- Over 4000 SSBN patrols since 1960
Fast Attack Submarines

Phase II of integration will begin with Virginia class SSNs in 2020.
SSN Operations

- Single crew Submarines
- Average Deployment 6 months
- Multi-mission platform
- Project power ashore with Tomahawk cruise missiles and Special Operations Forces
- Conduct Intelligence, Surveillance, Reconnaissance (ISR) missions
# Job Opportunities

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

* Direct Conversion Rate
What is the Plan?

• Phase I:
  – Modify currently integrated SSGN/SSBNs during planned availabilities.
  – Integrate 2 CPOs plus 27 E6 and below (~ 20% of crew).
  – CPOs come from Direct Conversion ratings (YN/CS/LS/HM(IDC)/IT)
  – Distributed across all Departments, Divisions - All ratings/ranks
  – CPOs arrive first, followed by E6 and below 6-12 months later.
  – SSGNs: 2016-2018 (8 crews) SSBNs: 2019-2021 (6 crews)

• Phase II:
  – New Construction VA class SSN – 4 crews planned (2020+)
    – Approx. 20% of crew with 2-3 CPOs

• Expand to 18 crews in next 8 years

• Long Term Goal = Sustainability through new accessions only

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Conversion Process

• CPOs:
  – YN / CS / LS / HM(IDC) / IT ratings only
  – Apply to BUPERS-32 for Conversion and release from current ECM
  – Selection Panel to include 403/403CMC/Force CMCs/Female Fleet-Force CMCs
    • Objective scoring of Application
    • Top Applications reviewed and assessed by Selection panel
  – Selections to be approved by COMSUBFOR

• Once Selected:
  – Must complete Submarine Medical Screening within 30 days
  – Expect to transfer in mid-late 2015
  – Attend Basic Enlisted Submarine School (7 weeks) in Groton CT
  – Attend other training as appropriate
  – Report to Submarine in early 2016
Conversion Process

• E6 and Below Conversions:
  – All Ratings eligible to apply for conversion to all non-nuclear Submarine Ratings
  – Nuclear trained Sailors will be selected from Training Pipeline/Junior Staff Instructors
  – Apply to BUPERS-32 for Conversion and release from current ECM
  – Records scored based on Sailors qualifications, experience and desired rating
  – Selections based on proper rating/rank distribution for crew

• Once Selected:
  – Must complete Submarine Medical Screening within 30 days
  – Expect to transfer in mid-late 2015
  – Attend Basic Enlisted Submarine School (7 weeks) in Groton CT
  – Attend A and C School for rating Conversion
  – Report to Submarine in mid-late 2016
Naval Submarine School

- Sailors learn the basic theory behind the construction and operation of submarines including ships systems, organization and safety.

- All non-nuclear submariners attend Basic Enlisted Submarine School (BESS) prior to arrival onboard their ship.

- BESS prepares Sailors to pursue submarine qualifications upon initial assignment to an operational submarine. BESS also performs critical screening of future submariners in the areas of adaptability and reliability.
Training Pipeline

All non-nuclear personnel attend Basic Enlisted Submarine School (BESS)
7 Weeks in Groton, CT

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
- ITS ‘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 WEPS ‘A’ School
  - 13 Weeks in Groton, CT
First Tour Expectations

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

Report Onboard

Qualify in-rate watch at-sea and inport.

24

Qualify Senior in-Rate Watch

12

Complete Warfare Qualifications (up to 12 months).

* Numerical values are months onboard.

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Conversions

WHAT WILL MAKE A CANDIDATE STRONGER FOR SELECTION?

• CO'S ENDORSEMENT
• EXCEPTIONAL PERFORMANCE
• SEA SERVICE EXPERIENCE
• WARFARE QUALIFIED
• JOB EXPERIENCE
  (I.E. ASSIGNMENTS THAT CAN BE RELATED TO SUCCESS IN FUTURE SUBMARINE SERVICE)
• EXCELLENT PFA HISTORY
Next Steps

• Watch for NAVADMIN Release in January 15

• Submit Application for Conversion – Due 15 April 15

• Selectees and Alternates will be Notified via Naval Message

PROCESS WILL REPEAT AT LEAST ANNUALLY
AS NEW CREWS ARE INTEGRATED
For more information

Submarine Enlisted Community Managers

- LT GREG MOSLEY – Assistant Submarine Non-Nuclear ECM
  - gregory.w.mosley(at)navy.mil

- STSCS(SS) JOSEPH HANLEY - Submarine Non-Nuclear ECM Technical Advisor
  - joseph.m.hanley(at)navy.mil

- YNC(SS) AARON NORTON - Submarine Non-Nuclear ECM Technical Advisor
  - aaron.norton(at)navy.mil
Pay and Incentives

Pay Comparison (based off one year time in service)

- Surface
- Submarine

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

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

- Sailors not residing the Barracks also receive BAS while inport.
“Integrated For Success”