

Subject: CPC CyberFlash  
From: "Director CPC" <Director.CPC@noaa.gov>  
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### **From the Director's Desk**

Congratulations to the officers who have received their promotion, it is quite a relief for all.

I thought I would discuss some administrative issues regarding appointments and promotions and provide information regarding the future.

#### **Administrative Issues:**

1. I think we have all received sufficient notice regarding the need to remain physically and mentally qualified to be nominated, appointed or promoted. We will make every effort to schedule dental examinations for the Basic Officer Training Classes before they depart Kings Point MMA for their first sea assignments.
2. CPC will be scheduling promotion boards in March and April of each year. These boards will recommend enough officers in each grade to carry us for an entire year.
3. In-grade strength is prescribed by statute and the percentage is multiplied by the current overall strength not the authorized overall strength for that fiscal year. We are currently promoting on 274.
4. CPC will forward a commission when a vacancy is available. We can no longer request the Secretary sign a commission based on an anticipated vacancy. As soon as an officer resigns or retires we will forward the appropriate name(s) to effect the permanent promotion. Promotion dates will vary depending on when the commission is signed. Historically many if not all promotions occurred on the first day of the month which coincided with officer retirements.
5. An Officer Personnel Board's recommendations (appointments and promotions) go to the Secretary. The recommendations make many stops before they reach the Secretary. No person or office has the authority to stop or change those recommendations except the Secretary.
6. All officers will be notified by letter only after the Secretary has approved the OPB's recommendations (appointment or promotion) or made further recommendations as are acceptable. Many of you recently received a letter from the Director, NOAA Corps which stated the Secretary approved the recommendations of the OPB and you were nominated for promotion to the next higher grade.
7. The Department of Commerce Office of Human Resources (HR) has oversight of the NOAA Corps (Department Organizational Order 20-8). NOAA Corps appointment and promotion packages are vetted by NOAA and Department HR before they arrive on the Secretary's desk.
8. The time required to effect an appointment or promotion may vary from a couple of months to six months.

#### **Future Considerations:**

1. I am drafting several amendments to the NOAA Corps Directives for the Director's approval regarding:
  - a. fitness for duty requirements for promotion;
  - b. processing of certain disciplinary actions;
  - c. establishment of a Senior Officer Assignment Board and
  - d. service-in-grade requirement for retirement.

I have received several questions regarding appointments and promotions, from officers in the field; I will start publishing those questions in the Cyberflash for others to read.

Officers in the Washington DC area should call CPC and schedule a time to have your identification card updated. CPC will schedule times between 1000 and 1200 each day.

Last Friday I convened a Director's Command Advisory Board (DCAB). It is obvious that we are feeling the effect of officer resignations during the disestablishment period and the fleet size increasing to 18 vessels. Officers can expect to be assigned to sea duty after a three year shore assignment. There will be very few exceptions to this rule.

We are no longer authorized to use appropriated funds for the purchase of shadow boxes for retiring NOAA Corps officers. However, CPC will continue to order shadow boxes if officers provide the necessary funds. The shadow boxes cost approximately \$250.00

Captain Jonathan W. Bailey, NOAA  
Director, Commissioned Personnel Center

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