

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

Happy Thanksgiving

Congratulations to all officers assigned to NOAA's aircraft and ships after another safe and successful field season. Some of NOAA's aircraft and ships will continue to operate over the holidays: we appreciate their dedication to mission and the nation while the rest of us are able to spend time with our families and friends.

Mandatory Retirement – 33USC 3043

Officers serving below the grade of rear admiral (lower half) shall retire on the first day of the month following the month in which the officer becomes 62 years of age.

The President may defer the retirement of an officer serving in a position that carries a grade above captain for such period as the President considers advisable, but such a deferment may not extend beyond the first day of the month in which the officer becomes 64 years of age.

Mandatory retirement is based on age not years of commissioned service. However, the Officer Personnel Board performs an annual review of each officer's personnel files and makes recommendations to the Director, NOAA Corps, regarding an officer's progress and fitness. The OPB has the statutory authority to recommend an officer in the permanent grade of captain or commander be transferred to the retired list; and an officer in the permanent grade of lieutenant commander, lieutenant, or lieutenant (junior grade) who is not qualified for retirement, be separated from the service. In short...there is no 30 year mandatory retirement. That law was repealed many years ago.

The 29 November, 2004 Navy Times has a very good article/interview with the Chief of Naval Operations Admiral Vern Clark titled "We are challenging every assumption." Admiral Clark provides his vision of the Navy in the 21st century. Most of the article is dedicated to people not things. Admiral Clark is calling this reshaping of the force "Human Capital Strategy." In the article Admiral Clark says "it's fundamentally how you acquire people...how you grow and develop them...and the way you will retain the intellectual capital that you need to run your organization." He provides very straightforward common sense ideas, however, you feel the passion and get the feeling that he will execute those ideas. I recommend you find a copy and read it.

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

PROMOTIONS

Congratulations to the following seven officers who were promoted yesterday, November 23, 2004. As vacancies became available, promotion packages are prepared and forwarded to the Secretary of Commerce, who will sign the commissions.

To Be Commander:

Andrea M. Hrusovsky

To Be Lieutenant Commander:

John T. Caskey

Todd A. Haupt

To Be Lieutenant:

John A. Crofts

Mark Van Waes

To Be Lieutenant (junior grade):

Erich J. Bohaboy

Lindsay R. Kurelja

THRIFT SAVINGS PLAN OPEN SEASON

The current Thrift Savings Plan (TSP) open season for changes to contribution elections runs through December 31, 2004. The maximum percentage of basic pay for contributions increased to 10% for CY 2005. Any amount (in whole percentages) of special, incentive, and bonus pay may be elected for TSP contribution. Special pay includes sea pay and diving pay. Incentive pay is Aviation Career Incentive Pay, and Bonus Pay covers the Career Status Bonus. You may start, increase, reduce, or stop contributions in any of the four pay categories during the open season. The next open season is scheduled to begin 15 April, 2005.

Though pay deferral changes may be requested through 30 December, 2004, all changes within this open season will affect pay beginning either in December, 2004 or January, 2005.

Increases to basic pay deferrals received on or before Friday, 3 December will become effective with the 15 December, 2004 pay day.

Requests received between Monday, 6 December, 2004 and Thursday, 30 December, 2004 will effect deductions beginning with the January 14, 2005 pay day. New monthly contribution amounts, based on December deductions, are transmitted to TSP accounts on

1 January 2005, and those beginning in January arrive in TSP accounts on 1 February 2005.

More information about the TSP program, booklets, and forms are available at www.tsp.gov. To make changes to your contribution (or pay deferral) elections, you may e-mail the information to the NOAA Corps Payroll Unit in Topeka, mail in or fax a written TSP-U-1 form. When using the printed form, ensure you use the TSP-U-1 form. The TSP-1 form is the civilian version of the plan and cannot be accepted.

If submitting change information via e-mail, inclusion of your SSN is neither necessary nor advised. Please send your e-mail request to both J. Thompson and Carol Holley at the payroll unit; jerome.thompson@noaa.gov and carol.holley@noaa.gov. If using mail or fax, mail the form to: NOAA CORPS PAYROLL UNIT, PO BOX 397, TOPEKA KS 66601-0397, or fax the form to (785) 339-3773. Ensure that forms or e-mail requests for the current open season arrive by COB (1630 CST) Thursday, 30 December, 2004. For questions about TSP, please call the payroll unit at (785) 339-3497/99.

NOAA ACO ENGINEERING AND SCIENCE AWARDS

The National Association of Commissioned Officers requests nominations for the NOAA ACO Engineering Award and NOAA ACO Science Award. Any NOAA Corps officer or member of another Service assigned to NOAA, who has distinguished him or herself by making outstanding engineering or scientific contributions, is eligible. All commands and field offices are invited to submit nominations for these awards. The National ACO will select the nominees in December 2004.

Please submit nominations to CDR Raymond Slagle, Treasurer, National Association of Commissioned Officers via E-mail to Raymond.C.Slagle@noaa.gov, no later than December 1, 2004. Eligibility requirements are contained in the NOAA Corps Directives, Chapter 12, part 7.

JUNIOR OFFICER OF THE YEAR NOMINATIONS

The National Association of Commissioned Officers requests nominations for the NOAA Corps Junior Officer of the Year. All commands and field offices that have officer(s) of the rank O-3 and below are invited to submit nominations for this award.

The National ACO will select the nominee in mid-December 2004. In addition, this officer's name will be entered in the Reserve Officers Association Junior Officer of the Year selection pool. The selection will be made at the ROA mid-winter conference this January in Washington, D.C. Our NOAA Corps nominee will be invited to attend the conference.

Please submit nominations to CDR Raymond Slagle, Treasurer, National Association of Commissioned Officers via E-mail to Raymond.C.Slagle@noaa.gov no later than December 1, 2004.

This message was generated for the Director of Commissioned Personnel