



CPC CyberFlash

HONOR

RESPECT

COMMITMENT

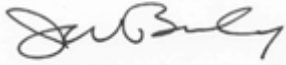
From the Director's Desk

We should soon be receiving from the Secretary his approval of the Officer Personnel Board (OPB) promotion recommendations for the grades of O-2 through O-5. The O-6 OPB recommendations are proceeding through NOAA but we anticipate another week or two before the Department clears the package and the Secretary approves those nominees. As soon as the Commissioned Personnel Center (CPC) receives notice from the Secretary of his approval, we will publish a special cyberflash notifying all officers of that fact. Individual notification will come from your supervisor; therefore all officers who were considered by the OPB for promotion this year shall receive notification from their supervisor of selection or non-selection. If you do not receive notice within three days of publication of the special cyberflash, contact your supervisor immediately. If your supervisor is on leave or travel contact me at CPC.

This year the Director, NOAA Corps instituted a percentage-based zone vice the traditional zone multiplier method. He also increased the number of officers allowed to be selected in the grades of O-4 and O-5. However, every time a promotion board convenes, we have a small number of officers who are not selected. Non-selection is difficult to handle when you believe you have done "what it takes" to be selected for promotion to the next higher grade. When we raised our right hand to take the oath of office, we assented to the laws, orders, and directives which govern our unique personnel system. One of the harsh realities of our personnel system is not all officers may be promoted beyond the grade of O-2 and as you ascend the ranks, selection for promotion to the next higher grade becomes more difficult each time. If you are one of the unfortunate officers who were not selected, stop, take a moment and self-reflect. This may take days not just minutes or hours. Make a list, self-evaluate yourself, and look hard at your performance, leadership skills, breadth of experience, and management skills. Have you done all you can possibly do in all of those categories? If you can honestly answer yes to all, your chance for promotion next time should be very good. If you answer no to one or more, seek guidance from CPC, senior officers, and supervisors to improve your chances for selection next time. You have two choices- complain and blame the system, or get up and do something about your perceived shortcomings. I recommend you choose the latter.

The results of all Officer Personnel Boards are confidential. Please do not contact individual Board members requesting information concerning your selection or non-selection. If,

however, you have questions regarding your career development, contact Commander William Kearse at CPC for an appointment.



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

BOTC 110 Selection Board

The Officer Personnel Board will convene on April 26 to select 15 qualified candidates to attend the next Basic Officer Training Class. BOTC 110 will commence August 10th at the U.S. Merchant Marine Academy in Kings Point, NY.

Volunteers Needed

The Volvo Ocean Race is an eight-month round the world sailing race covering 32,500 nautical miles over four oceans with port stops in nine countries. The NOAA Ship THOMAS JEFFERSON is participating in the upcoming Volvo Ocean Race activities in Baltimore, Maryland from April 27- April 30. NOAA Corps will show support by providing a display along with information. CPC is calling for volunteers to represent the NOAA Corps by attending to the display Friday through Sunday in an afternoon session (1200 through 1700). Please contact LTJG Nicole Manning and indicate which day and session you would like to support this effort: nicole.manning@noaa.gov; (301) 713-3453 X 119

Excellence in Government

Washington Hilton and Towers Hotel,
Washington, DC from July 10-11, 2006

Excellence in Government is the premier conference for key executives and managers who run our federal government. For two days this summer, the largest assembly of federal officials will come together to develop and discuss best management practices and achieve success through innovative solutions.

Thirty breakout sessions will allow attendees to customize their own experience and to leave EIG with tools they can use immediately. The conference also encourages attendees to examine and evaluate their current practices and to launch new initiatives. For more information on the conference: <http://www.excelgov.org/>

Reserve Officers Association 2006 National Convention

The Marriott Rivercenter Hotel, San Antonio, TX from July 19- 22, 2006
For more information on the conference: <http://www.roa.org/>

This message was generated for the Director of Commissioned Personnel