



CPC CyberFlash

February 2, 2007

HONOR

RESPECT

COMMITMENT

From the Director's Desk

Promotion zones have been established for each of the grades 02-06. The established zones may increase in size if unforeseen events occur. All officers who are above the established zone remain eligible and will be reviewed for promotion. Officers with approved retirements or who are under investigation are not eligible for consideration. Officers with approved resignations are considered above the zone; all other officers are eligible. The Director, NOAA Corps may authorize the OPB to consider officers below the established zone. The number of officers below the established zone who may be considered for promotion may not exceed 20% of the established zone size.

All Officer Evaluation Reports (OER), Certificates of Training for promotion, OOD letters for promotion, and any additional information you wish to include in your OPF must be received in this office not later than February 19, 2007. You are also required to review the entire contents of your OPF online prior to February 26, 2007.

Promotion Zones are listed under separate section below.

All officers are highly encouraged to read "*The Difference between Management and Leadership*" by Dr. James E. Colvard. The article offers an interesting look whereby career progression for managers and leaders takes place in "phases" over time. The article also reviews some of the keys to developing managers and leaders as well as understanding power. Dr. Colvard's information supplements CPC's leadership development framework (outlined below) which depicts various expectations and competencies with increase in rank.

The article can be found on the CPC website under the "Announcements" section at:

<http://www.noaa Corps.noaa.gov/cpc/index.html>

Leadership Development Model

The NOAA Corps Leadership Development Model is based on the philosophy that levels of leadership maturity will parallel the evolving responsibilities of officers. Put another way, officers will have a solid foundation of developing competencies to meet the demands of their assignments as they rise through the ranks.

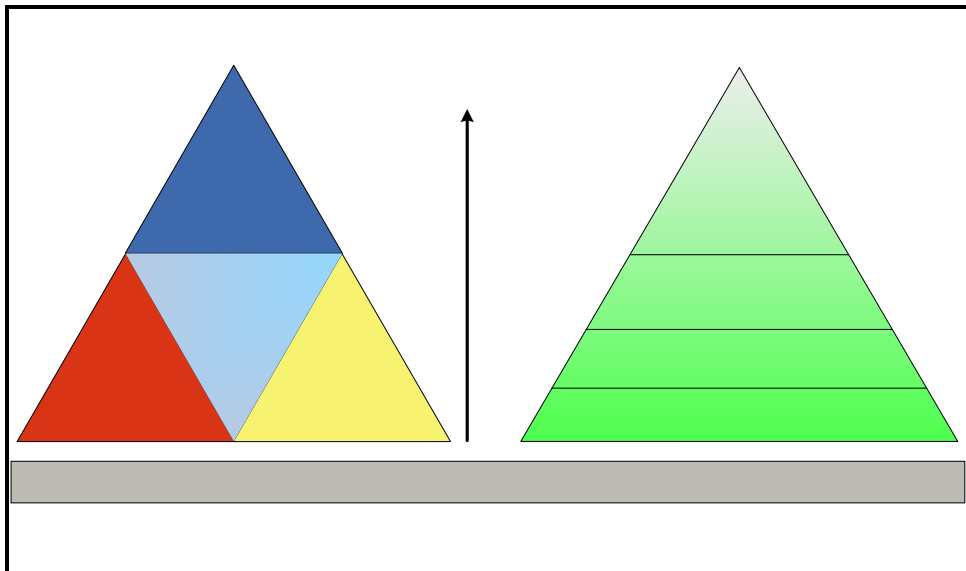
Evolution of Officer Responsibilities

As an officer progresses through his/her career, the nature of their responsibility changes. A new officer's responsibilities are primarily operational and technical. As the officer ascends the ranks through O-5, operational and technical responsibilities give way to leading and managing. At O-6 and above, officers have relinquished any operational and technical responsibility and should focus entirely on executive leadership for the organization.

Growth/Maturity Model for Leadership Competencies

Parallel to the change in the nature of responsibilities, NOAA Corps officers should develop competencies that will better prepare them for future leadership responsibilities. A new officer should focus on exercising the competencies of Leading Self, while mid-grade officers should have mastered those competencies and work towards Leading Others and Leading Performance & Change. Senior officers should work to fill any remaining gaps in the lower three levels and strive to attain the competencies for Leading Organizations.

Due to the variations in assignments, training, and experiences over a career, officers will develop competencies at different points in their career. The path for each officer will be his/her own, but the destination is the same—at the grade of O-6, the officer has the core competencies for any SES corps position in the government.



A handwritten signature in black ink, reading "Todd Stiles".

Captain Todd C. Stiles, NOAA
Director, Commissioned Personnel Center

Promotion Zone Notification

A promotion zone for the grade of captain has been established and shall consist of the personnel listed below. The Officer Personnel Board (OPB) is scheduled to convene on **March 5, 2007**.

LAMONTAGNE, GREGG .
PICKETT, MARK H.
GLANG, GERD F.
BEAVER, ANDREW L.
KEARSE, WILLIAM B.
NOLL, GUY T.
VERLAQUE, JAMES S.
STRONG, THOMAS E.
BEAVERSON, CHRISTOPHER A.
GROENEVELD, CARL R.

A promotion zone for the grade of commander has been established and shall consist of the personnel listed below. The Officer Personnel Board (OPB) is scheduled to convene on **March 6, 2007**.

SANDORF, GEOFFREY S.
NELSON, MARK B.
BUNN, JAMES A. II
THUMM, STEPHEN J.
BOLAND, MARK J.
BARR, DEBORA R.
HOPKINS, MICHAEL L.
BERKOWITZ, ERIC W.
SWALLOW, JON D.
PICA, JOSEPH A.
HOSHLYK, MICHAEL J.
RAMOS, RICARDO .

A promotion zone for the grade of lieutenant commander has been established and shall consist of the personnel listed below. The Officer Personnel Board (OPB) is scheduled to convene on **March 7, 2007**.

EASTMAN, PHILLIP W.
MEADOR, STEPHEN S.
VAN WESTENDORP, CHRISTIAAN H.
MILLER, GEORGE M.
FRITZLER, BRADLEY H.
MOSER, MARC S.
DEHART, HOLLY A.
APPLER, JASON A.
TWINING, KRISTIE J.

DREFLAK, FRANK K.
EVANS, BENJAMIN K.
WEIRICH, JEREMY B.

A promotion zone for the grade of lieutenant has been established and shall consist of the personnel listed below. The Officer Personnel Board (OPB) is scheduled to convene on **March 8, 2007**.

RINGEL, MATTHEW R.
BOHABOY, ERICH J.
KURELJA, LINDSAY R.
DIDIER, PATRICK D.
STROUD, KELLEY E.
EDMUNDSON, RICHARD A.
SEAMAN, ANDREW P.
DAVIDSON, MICHAEL C.
FISCHMAN, DAVID E.
AYERS, SILAS M.
SAMUELSON, NICOLA .
MURPHY, PATRICK L.
LITTLE, COLIN D.
HARMAN, LEAH A.
MANSOUR, JASON R.
WELTON, BRIANA J.
HIGGINS, ABIGAIL S.

A promotion zone for the grade of lieutenant (junior grade) has been established and shall consist of the personnel listed below. The Officer Personnel Board (OPB) is scheduled to convene on **March 9, 2006**.

GOTHAN, DAVID M.
WINNER, WILLIAM G.
BARBER, MARY A.
ZALEWSKI, VICTORIA E.
DAVIS, MATTHEW C.
GLAZEWSKI, MATTHEW NMI
DANIELS, CHRISTOPHER W.
VASQUEZ, DEL MERCADO, RAUL
HARRIS, SARAH A. T.
MCGOVERN, MEGHAN E.
FUENMAYOR, FRANCISCO J.
SALERNO, LECIA M.
WOODWORTH, PHOEBE A.
SLATER, JOSHUA J.
LACOUR, BENJAMIN M.
WATTAM, RYAN C.
FRYDRYCH, MARK K.

Promotions effective January 23, 2007

Lieutenant Commander:

Demian A Bailey

Lieutenant:

Natasha R. Davis

Lieutenant (junior grade):

Guinevere R. Lewis
Carol N. Arsenault

BAH/Dependency Certification

The 2006 End of the Year Reporting Instruction (sent out Dec 29) is being amended to change the procedures for BAH/DEPENDENCY certification. The Reporting Instruction has been changed and should read that, if you have had any changes in dependency information in 2006 that was not previously reported to the NOAA Corps Payroll Unit, you are requested to send an email to Carol Holley with those changes and a new BAH/DEPENDENCY form (CG 4170A) will be updated. A Form CG 4170A is not required if your dependency status has not changed since your last submission.

Billet of the Week (Reminder)

Billet # 6435: PPBES Liaison, Division Planning Management Coordinator

The Satellite Oceanography and Climatology Division (SOCD) at NOAA NESDIS Center for Satellite Applications and Research (STAR) is seeking an interested junior to mid-grade officer for the PPBES Liaison, Division Planning Management Coordinator (Billet #6435). Primary duties include supporting PPBES efforts, documentation, and coordination for the Division within NOAA Programs; strategic planning and documentation for STAR and SOCD; lead development on monthly status reports and management tasks at Division and Office levels; NESDIS Representation to NOAA's Fleet Working Group; and NESDIS Representation to the NOAA Aviation Safety Board.

The incumbent will develop intricate knowledge of NOAA's PPBES process, and represent NESDIS at a high degree of exposure to NMAO and NOAA Programs.

An oceanography background is helpful though not required. The ability to work independently is required.

If anyone should have any questions regarding this billet, please feel free to contact LT Amanda Bittinger at 301-763-8102 x175 or Amanda.Bittinger@noaa.gov or the Assignment Officer, LCDR John Caskey, at 301-713-7748 or assignmentbranch.cpc@noaa.gov

Endorsed Orders

In order for officers to receive proper pay/entitlements and for the Commissioned Personnel Center (CPC) to maintain an accurate database, officers are reminded to mail and/or fax (301-713-4140) endorsed orders to CPC soon after 1) they have detached from an assignment; and 2) after they have reported to a new assignment. There is no need for officers to send endorsed orders directly to Payroll, CPC will forward them along for proper processing.

Medical Information

Important Information for Officers in the 2007 Promotion Zone

Officers selected for the 2007 Promotion Zone must have a current (annual or 5 year periodic) physical examination and a current dental exam (class I or class II) on file with the Medical Administration Branch at CPC. Those officers that do not have a current physical or dental exam in accordance with NOAA Corps Directives may not be promoted to a higher grade. A medical review of your official medical record is currently being conducted. Therefore, it is imperative that you submit your medical documents to the Medical Administration Branch **no later than March 2, 2007** to allow sufficient time for these documents to be reviewed and entered into the database over the course of the next few weeks. It is your responsibility to ensure that all required medical documents have been received in the Medical Administration Branch. Officers should contact LCDR Hobson-Powell, Chief, Medical Administration Branch via e-mail (Elizabeth.hobson-powell@noaa.gov) with questions or concerns.

PLEASE NOTE: You will be notified via e-mail if additional documents are required.

Approved E-Learning Courses for Promotion Qualification

Selected E-Learning@DOC courses have been approved to fulfill the promotion qualification prescribed in the NCD. Officers who have completed USDA continuing education units to satisfy the promotion qualification are not required to fulfill the E-Learning courses. If you have not completed the required courses for promotion, you have the option of completing modules of pre-selected E-Learning@DOC courses or the USDA courses to satisfy the promotion qualifications. The list of approved e-learning courses can be found at the following link:

<http://www.noaa.nmfs.gov/cpc/careermgmt/pdf/Elearning.pdf>

Please direct your questions regarding the e-learning requirements to LT Nicole Manning;
nicole.manning@noaa.gov, 301-713-7736

MOAA Scholarship Program

The Military Officers Association of America (MOAA) is offering the Base/Post Scholarships once again this year. The MOAA program provides grants of \$1000 each to twenty-five dependent children of our United States Uniformed Services. Scholarship winners will be randomly selected from among applicants, with representation given to each of the uniformed services. Applications can only be made online. Go to MOAA's website: <http://www.moaa.org>. Choose "Services" on the website's opening page, and then select "Educational Aid" to view all the MOAA scholarship information, instructions, and multi-program application. Deadline for on-line entry is noon EST March 1, 2007.

ROA Mid-Winter Conference

The ROA, MID-WINTER CONFERENCE & MILITARY EXPOSITION is being held at the Washington Hilton & Towers Hotel, Washington, DC from February 4-7, 2007. On February 5, the Joint Services Luncheon will be held from 1200-1415 in the International Ballroom. Following the luncheon (1415), the NOAA Corps, Junior Officer of the Year will be announced and presented at the Naval Services Section Meeting. Following the JOY presentation (1545), RADM De Bow will be presenting and discussing "What Lies Ahead for the NOAA Corps" (Chevy Chase Room (T)).

Your participation at the conference, luncheon and presentation/discussion are requested.

On the Horizon

This section is designed to provide the NOAA Corps officers with some of the highlights of items under consideration that may have an impact on them. The items discussed may or may not be approved at a later date.

a. NOAA Corps Legislation: CPC staff has drafted and submitted new legislation for the NOAA Corps. The legislation is currently routing though NMAO. This legislation addresses NOAA Corps authorized strength, recruitment, retention, retirement, and separation procedures by updating, strengthening, and clarifying the language of the National Oceanic and Atmospheric Administration Commissioned Officers Act of 2002.

b. Operational Dress Uniform. The NOAA Corps currently purchases the majority of its uniforms from the U. S. Navy. The U. S. Navy is replacing seven uniforms with a camouflage battle dress uniform (BDU), which is not suitable to meet the missions of the NOAA Corps. The U. S. Coast Guard uses an operational dress uniform (ODU) that is a suitable replacement. We currently plan to use the Coast Guard's Operational Dress Uniform as a replacement for following uniforms: Winter Blue, Summer White, Tropical White, Service Khaki, Winter Working Blue, Working Khaki, Tropical Khaki and Working Coveralls. CPC staff is currently working with the Uniform Staff of the U. S. Coast Guard to pave the way for using their Operational Dress Uniform. We have developed a Memorandum of Agreement (MOA), which we hope to have through the routing process and approved by the end of the year. CPC now understands the U.S. Navy is likely to phase out those uniforms referenced above over a two year period starting in 2008, which results in additional time

to carefully evaluate how best to implement a NOAA Corps ODU. As such, shipboard officers should continue to maintain the working khaki as part of their uniform bag. CPC will publish additional information as it becomes available.

This message was generated for the Director of Commissioned Personnel