



CPC CYBERFLASH

SEPTEMBER 6, 2007

HONOR

RESPECT

COMMITMENT

Director's Message

Our goal is to provide the best possible human resource service to the NOAA Corps. In striving toward this goal, we have created a mission that is focused on the institutional value system of the NOAA Corps, which leads to the principals and standards that guide the practices of NOAA commissioned officers. These principals and standards are put in place to bring out the best in officers: through the establishment and discussion of core values, through the instillation of leadership competencies and development, by clearly detailing expected performance, and even by reiterating how and what uniforms should be worn.

CPC is committed to delivering the necessary services, products, and tools that officers will use to execute the mission, vision, and values of NOAA and of the nation. To accomplish this, CPC has instituted the following principals:

1. NOAA Corps officers are the most important part of our operation
2. NOAA Corps officers do not interrupt our work – they are the purpose of our work
3. NOAA Corps officers do us a favor when they call to ask questions
4. NOAA Corps officers are not just Officer Personnel Files but individuals with feelings and emotions just like us
5. NOAA Corps officers are deserving of the most courteous and professional treatment we can provide
6. NOAA Corps officers are the lifeblood of our operation

CPC has been heavily involved in the following activities, which should be rolled out over the next couple of months:

1. Defining the role (vision and mission) of the NOAA Corps and the framework for determining how decisions and activities impact this vision and mission
2. Creating a CPC Workforce Management Team, which includes Line Office Liaison Officers.
3. Improving communications by using multiple means such as:
 - a. Weekly Cyberflash with fewer items and links to updated website.
 - b. Travel to meet with all officers and line office AAs/DAAs.
 - c. Monthly announced breakfasts, lunches, etc. with senior, junior and retired officers.
 - d. Quarterly teleconferences with officers in field offices
4. Enhancing the user friendliness of the CPC website. Establishing procedures to ensure the website is continually updated on a regular basis.
5. Reviewing all NOAA Corps policies to ensure they are providing a consistent message.
6. Implementing the NOAA Corps Leadership Development Framework and setting a common, consistent expectation for NOAA Corps growth.
7. Creating a web based suggestion system in the OPF on-line module that

will allow officers to provide feedback concerning issues impacting them or the NOAA Corps.

8. Contacting officers to ask what CPC could do (or change) better to support officers now and in the future.

I would like to thank Captain Todd Stiles for his leadership and guidance over the past year at the Commissioned Personnel Center. Captain Stiles reviewed and updated the NOAA Corps vision and purpose, proposed billet restructuring, worked on the NOAA Corps leadership development framework, and prepared the way for the use of the new operational dress uniform. Captain Stiles, we are indebted to you for your leadership, vision, and dedication to the NOAA Corps.

In closing, I am honored by the opportunity to serve my fellow officers in my new position as the Director, CPC.

Signature



CDR William B. Kearse, NOAA
Director, Commissioned Personnel Center

AnnouncementPromotion Update

The promotion package is still at the White House pending approval. We are expecting the package to be approved by the President and be sent to the Senate in October. The Senate will probably review and give their consent to the promotions in November. After that the package will be returned to the White House and then to the Department. At that time, CPC will prepare and submit the package to promote officers based on vacancies at that time. For those officers selected during the 2007 Selection Boards, remember that your medical and dental qualifications must remain current. If your qualifications are lapsed at the time a vacancy exists, your promotion would be delayed and the next qualified officer will be promoted. If you have any questions please contact Greg Raymond at 301-713-7728.

Retiring or Separating from Service

There is an Executive Order 12968 which pertains to access to Classified Information, or National Security Information (NSI). This E.O. mandates that all federal employees and or contractors who no longer require access to National Security Information (NSI) to be debriefed from access to NSI. If you have access to NSI, but no longer need it or are going to leave the Bureau, you must be debriefed prior to leaving your bureau, your Department or the Federal Government.

The steps required to be debriefed are quite simple. First, contact CPC to see if you do in fact have a security clearance.

Second, if you do have a clearance, then obtain a SF-312 either from CPC or download it from:

<http://www.gsa.gov/Portal/gsa/ep/formslibrary.do?viewType=DETAIL&formId=03A78F16A522716785256A69004E23F6>.

Third, once you have read and understand the form, sign the reverse bottom side of the form where it reads **DEBRIEFING**. Have your witness sign as well. Keep a copy for yourself and CPC and send the original to your servicing security office.

The servicing security office for all NOAA Corps officers is the Office of Security at NOAA and it is located at 1335 East West Highway, Suite G-101 in Silver Spring, MD 20910.

On the Horizon

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| September 6 | CDR/LCDR Assignment Board |
| September 12 (0800-1700) | Core Values & Conduct Training, Silver Spring |
| September 15 | OERs due at CPC for ENS/LTJG |
| October 15 | Start date for REFTRA 63 |
| October 31 | OER end of reporting period for CAPT/CDR |
| November 30 | OER end of reporting period for LCDR/ LT |
| December 15 | OERs due at CPC for CAPT/CDR |
| January 15, 2008 | OERs due at CPC for LCDR/LT |
| January 15, 2008 | Documents for OPF due at CPC for officers in selection zones |
| February 1, 2008 | ODU becomes the prescribed uniform to wear aboard ships, marine centers, and small boat assignments. |
| February 11, 2008 | Start date for BOTC 112 |
| January-May, 2008 | Billet Review |
| March 3-7, 2008 | Selection Boards for O-6 to O-2 |

Please see NOAA Corps website for additional information:

Assignments:

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

Evaluations:

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

Training:

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

Uniforms & Awards:

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

ODU:

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