



UNITED STATES DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
OFFICE OF MARINE AND AVIATION OPERATIONS
COMMISSIONED PERSONNEL CENTER
Silver Spring, Maryland 20910-3282
FEB 23 2010

MEMORANDUM FOR: Rear Admiral Jonathan W. Bailey, NOAA
Director, NOAA Corps

FROM: Captain Raymond C. Slagle, NOAA
Director, Commissioned Personnel Center

SUBJECT: Fiscal Year 2010 Officer Corps Management Plan

I. PURPOSE

The purpose of the Officer Corps Management Plan (OCMP) is to describe the current state of the commissioned officer workforce and provide recommendations for FY 2010 regarding the number of promotion selections to be made in each grade for the end strength of 321 officers. In addition, the OCMP will serve as an execution plan for FY10 budget decisions. The recommendations are based on an 18-month forecast of vacancies in each grade, for vacancies projected until July 2011, when the first promotions are expected to occur resulting from selection boards held in March 2011. CPC selected an 18-month forecast period for the FY10 OCMP, due to the timing of the officer personnel boards, the time it takes to obtain final promotion confirmation with signatures (usually at least four months), and the number of known vacancies.

II. BACKGROUND

There are three elements to the officer promotion process: eligibility, selection, and promotion. Each element is controlled by laws, regulations, and administrative procedures. The elements are driven by:

- **Authorized Strength:** The total number of officers in active duty determines the number specified for each grade.
- **Flow Rate:** Which is comprised of, 1) Promotion Flow Point -- the number of years of commissioned service at which most officers would be promoted to the next higher grade, and 2) Time in Grade -- the length of time served at a specific grade level.
- **Promotion Percentage:** The percentage of officers to be selected in the promotion zone.

These elements are interrelated and cannot be separated from each other. A change in one will force a change in the others. Annually, CPC develops the Officer Corps Management Plan by analyzing billet levels, workforce strength, attrition trends and forecasts, promotion decisions, accession needs, and promotion points for the commissioned officer workforce. Essentially, the plan looks at the health of today's officer workforce by examining all major indicators and prescribes action to ensure a healthy future. The decisions made in this memorandum will enable the NOAA Corps to meet the workforce requirements of today and those of the next few years.

A. Authorized Strength

1. Workforce Strength. In the FY08 Omnibus Bill, the NOAA Corps end strength was increased to a yearly average of 321 officers (plus two admirals), but funding for the additional officers was not provided. In October 2008, the Hydrographic Services Improvement Act (HSIA) was passed. This bill will increase the authorized strength of the NOAA Corps to a yearly average of 379 officers in FY10 if funding allows, after submitting the Ship and Aircraft Recapitalization Plans and the Workforce Plan to Congress. Currently, CPC is managing the NOAA Corps to an average of 321 officers. The projected cost of officer salaries and benefits is approximately \$32.8M for FY10.



2. Officer Grades Established By Law. The distributions by grade mean that with the total strength of 321 officers, a certain number of officers at each grade are authorized. 33 USC 3004 specifies the number of NOAA Corps officers at each grade level by percentage of the total number of active duty officers onboard. Section 214 of the code states the following percentages for each grade, as shown below in the Grade Distribution by Law table.

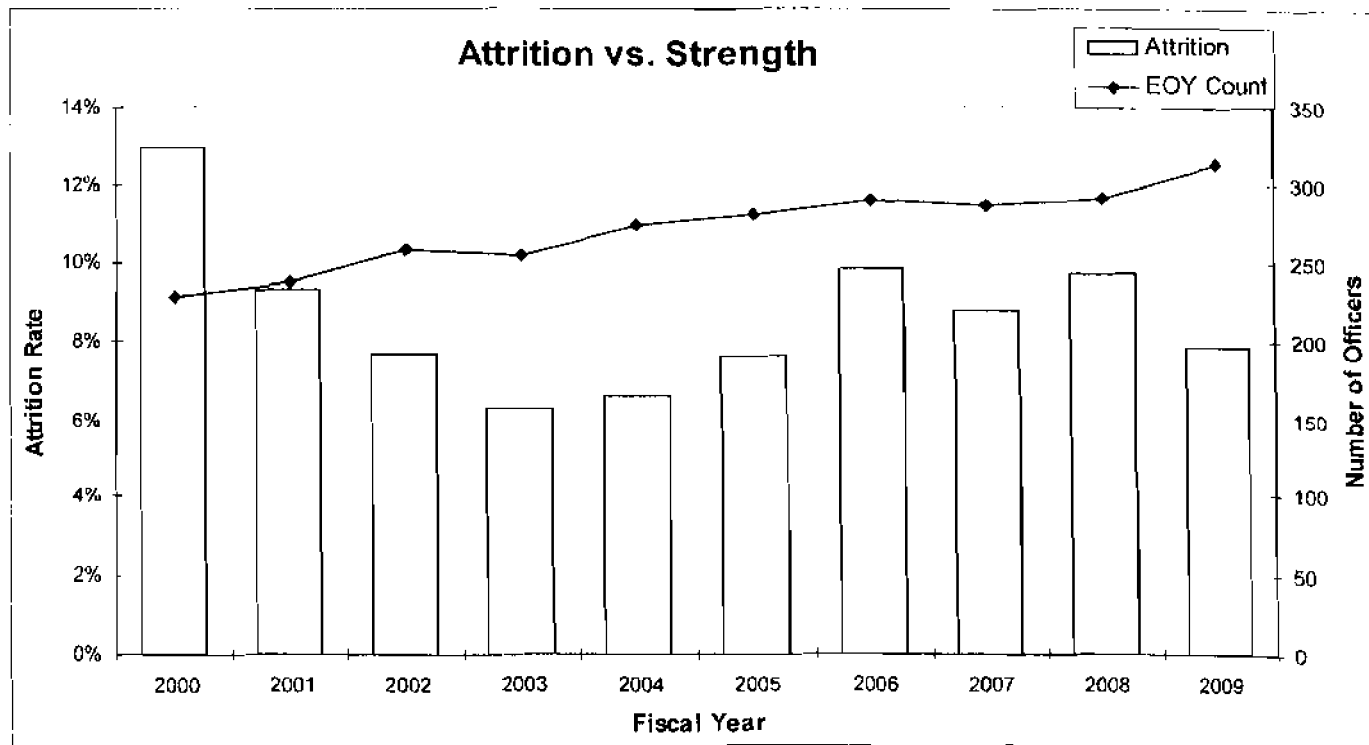
Grade Distribution by Law

Grade	Established Percentage	Authorized Number of Officers
CAPT	8%	26
CDR	14%	45
LCDR	19%	61
LT	23%	74
LTJG	18%	58
ENS	18%	57*
Total Authorized		321

*Note that the number of officers in each grade is rounded to the nearest whole number. The number of ensigns is decreased by one to account for this in order to keep the total at the proper end strength count.

B. Workforce Driving Factors.

1. Attrition. The majority of officer personnel decisions are based upon grade level forecasts and predicted attrition rates. Attrition, which is any retirement, resignation, or separation, creates a vacancy in that grade. The vacancies in each grade are projected based on the monthly strength of the Corps, and CPC uses this information to determine the number of officers that need to be selected for each grade. At the higher pay grades, each vacancy is filled by promotions that typically cascade down to the lieutenant level and ultimately require an accession to maintain workforce size. Accession mainly occurs by bringing new ensigns into the service, although there are a small number of officers transferring to NOAA Corps from other uniformed services.



Attrition rates since 2000, shown in the chart above, determine an average attrition rate for forecasting purposes. In 2007, the NOAA Corps attrition rate decreased slightly to 8.8% then increased slightly in 2008, to 9.8%. This rate can be attributed to the voluntary retirements of senior officers, the 'up or out' promotion system, and resignations of junior officers. In 2009, the rate was 7.9%, a bit lower which was attributed to economic conditions. The three-year average attrition rate from FY07-09 is 8.8%. The Attrition Rate Table shows the attrition rate by grade.

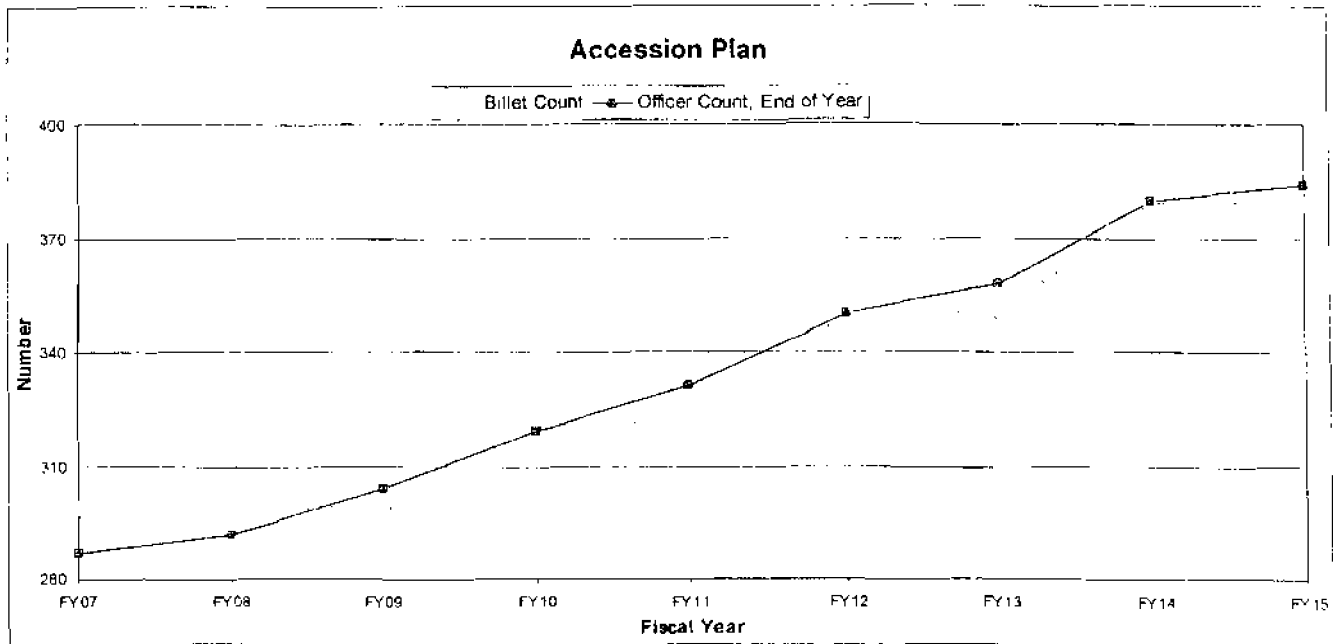
Attrition Rate Table

Grade	2003	2004	2005	2006	2007	2008	2009	Average
	6.32%	6.67%	7.66%	9.89%	8.84%	9.76%	7.88%	8.83%
Attrition Rate Shown by Grade								
O-1	18.8%	5.9%	15.0%	24.1%	11.5%	14.3%	17.4%	14.4%
O-2	12.5%	5.9%	15.0%	10.3%	11.5%	17.9%	13.0%	14.2%
O-3	18.8%	17.7%	20.0%	17.2%	15.4%	17.8%	26.1%	19.8%
O-4	6.3%	11.8%	10.0%	6.9%	11.5%	10.7%	13.0%	11.6%
O-5	12.5%	23.5%	15.0%	10.3%	26.9%	17.9%	8.7%	17.8%
O-6	31.3%	23.5%	25.0%	31.0%	19.2%	17.8%	21.7%	19.6%
O-7	0.0%	5.9%	0.0%	0.0%	3.9%	0.0%	0.0%	1.3%
O-8	0.0%	5.9%	0.0%	0.0%	0.0%	3.6%	0.0%	1.2%
Total	100%	100%	100%	100%	100%	100%	100%	100%
Officer Count	16	17	21	28	26	28	23	26

The breakdown of the percentage of officers leaving by grade is used to forecast the expected loss in a given grade, and that information in turn, is used to determine the number of officers that should be promoted to the next higher grade. Each grade's average attrition for the last few years is used as a portion of the total attrition, to calculate the number of expected vacancies in each grade. In this way, the predicted vacancies from loss create space for promotions to maintain the appropriate 'by law' percentages of officers in each grade.

2. **Accessions.** In FY09, a total of 42 officers were accessed through two A Schools in addition to a few inter-service transfers. In order to average the appropriated strength of 321 officers (plus two admirals), we need to access 40 officers in FY10 by holding two sessions of A-School. Beyond 2010, we expect to implement a ramp-up plan that enables the NOAA Corps to meet its new authorized strength of 379 in subsequent years, if sufficient funds are appropriated.

Deviations from the proposed plan, such as canceling an A-School session, decrease the personnel gain and will cause a larger difference between the planned and actual personnel strength in the out years. Additionally, any reductions in out-year funding will impact strength by decreasing the number of A-Schools which would further delay the opportunity to reach the increased authorization strength. The Accession Plan graph below shows the difference between the planned and actual number of officers, holding two A-Schools in all years except FY14, when three A-Schools are planned.



C. Opportunity of Selection (OOS) and Promotion Zone Size. In 2006, section 04204 of the NOAA Corps Directives was changed to eliminate the promotion multiplier and add an opportunity of selection (promotion percentage) model, shown below. This model provides NOAA Corps the ability to adjust the opportunity of selection based on Service needs, by plus or minus 10 percent of the OOS listed in the Directives.

Opportunity of Selection	
To Grade	Percent Opportunity (+ or - 10%)
O-6	50% (40-60%)
O-5	70% (60-80%)
O-4	80% (70-90%)
O-3	Determined annually (typically 90%)
O-2	100% of qualified

Per NOAA Corps Directives, the number of NOAA Corps officers in a promotion zone (the zone size) shall not be less than the number of selections planned, divided by the applicable opportunity of selection shown in the table above. For example, if four Captain vacancies are predicted, and 50% is the OOS, the zone size will be $4/.5=8$. In cases where the results contain a fraction of 0.5 or above, the minimum zone size will be rounded to the next higher number, and an additional officer will be added to the zone.

III. DISCUSSION

CPC is providing promotion recommendations for the NOAA Corps average strength of 321 officers, based on the 321 funding level as well as the forecasted attrition. The table below summarizes the vacancy estimation process and shows the number of officers to be selected for promotion at each grade, over an 18-month period until July 2011. CPC forecasts that the selection of a total of 64 officers will be necessary to fill the current and projected vacancies during this time period. Combining forecasted attrition (which creates vacancies), accession (which also creates vacancies due to the increased strength divided by the specified grade counts), and needs of the service, a selection projection table calculates the number of officers in each grade that should be selected during the next promotion board meetings. Officers already selected for the next grade but not yet promoted are

subtracted from the total vacancies, and the number selected during these board meetings to move up to the next grade, are added (labeled 'Promotion Vacancy' on the table).

Vacancy Estimation for Selection Needs Table

Forecasted Vacancies – 18 Months

Forecasted Vacancies - 11 known until 2011, 10 unknown vacancies

Grade	1-10 Actual	321 High Strength	High Strength Vacancy	Forecast Thru July 2011	Total Vacancy	Minus Already Selected	Equals	Promotion Vacancy	Fill Promotion Spots	To Select
O6	24	25.68	2	3	5	1	4	N/A	5	4
O5	41	44.94	4	4	8	0	8	5	13 ¹⁷	9 ¹
O4	54	60.99	7	5	12	12	0	13	13	13
O3	65	73.83	9	5	14	23*	-9	20	14	15
O2	55	57.78	3	4	7	30	-23	15	16	23#
O1	68	57.78	-10	2	-8					NA
Totals	307	321	15	23	38	63			61	64

*Includes 2 LT inter-service transfers, an one officer with advanced standing.

#Few LTJGs need to be selected by vacancy estimation, but if whole BOTC classes are reviewed for promotion at the same time, the next BOTC size is 21 ensigns plus two ensigns from the previous boards.

The number of vacancies projected for the grades of Captain and Commander over this period is due to few known retirements and few projected retirements because not many officers will have the proper time in grade (three years) to retire in those grades. However, typically, there is a larger number of Captains retiring after flag rank selections, which occur every three years. That was the reason for the larger number of Captain vacancies, and therefore, selections in 2008.

Due to the long process for congressional approval, the LTJG board was held in November of 2009 to ensure appointment by August 2010, the three-year date for the zone candidates. The timing was due to 33 USC 3023 Section 223 which stipulates "An officer in the permanent grade of ensign shall be promoted to and appointed in the grade of lieutenant (junior grade) upon completion of three years of service. The authorized number of officers in the grade of lieutenant (junior grade) shall be temporarily increased as necessary to authorize such appointment." This means that ensigns must become LTJG by the time they have three years of service or leave service.

The November 2009 LTJG board selected 9 ensigns for promotion, as whole BOTC classes are now considered at a time instead of breaking a class in parts. This may cause some ensigns to wait a longer period between selection and actual promotion to LTJG, but it is considered to be more equitable to review entire BOTCs for promotion during boards. Likewise in 2010, to consider a whole BOTC, more LTJGs will be selected than are needed by vacancy estimation.

Recommended Promotions by Grade

Number to Select	
To Grade	321
O-6	4
O-5	8 ¹²
O-4	13
O-3	15
O-2	23*FQ

2/23/10

*Twenty-three ensigns will be considered for selection to LTJG in the Fall of 2010 although the vacancies are not projected to reach all those selected in 2010. All of these which are found to be Fully Qualified (FQ) will be selected.

A. Flow Rate. The promotion flow rate is comprised of promotion flow point and time in grade. Promotion flow point is the average number of years of commissioned service (using appointment date) officers have when promoted to the next higher grade. The time in grade is the length of time served at a certain grade level. The authorized officer strength sets a limit on how many officers we can have in the NOAA Corps each year, and this strength affects the number of promotions possible in each grade. The flow rate for the officers promoted in calendar year FY08 and FY09 are compared to the zone estimates for FY10, below. The 'Proposed Number of Officers' column is the recommended zone size for 2010. Zone average time in service and time in grade were calculated using 8 March, 2010 for the promotion board meeting date.

Average Time in Service - Based on Promotion Board Date									
Grade	2008 Selectees			2009 Selectees			2010 In-Zone Estimate		
	Number of Officers	Average Time in Service	Average Time in Grade	Number of Officers	Average Time in Service	Average Time in Grade	Proposed Number of Officers	Average Time in Service	Average Time in Grade
O6	10	20.6	2.8	2	19.7	3.4	8	20.6	3.6
O5	14	15.1	2.9	4	16.1	3.7	12	17.4	4.2
O4	8	8.3	3.3	10	10.1	3.5	16	9.9	3.6
O3	7	6.2	2.2	16	3.9	2.1	17	5.2	2.2
O2	12	2.0	2.0	28	2.0	2.0	23*	2.0	1.5
Total	51			60			80**		

* The LT and LTJG time in service and in grade are calculated for an October 2010 board.

**80 is the total number of officers in the recommended zones for the 2010 boards.

B. Time in Grade: The length of service time-in-grade requirements are shown below.

Captain	Four years in the permanent grade of commander
Commander	Four years in the permanent grade of lieutenant commander
Lieutenant Commander	Three years in the permanent grade of lieutenant
Lieutenant	Two years in the permanent grade of lieutenant (junior grade)

For the officers in the zone for consideration to Captain and Lieutenant the average time in service prior to promotion decreased then increased over the last two years. For the grades of Commander and Lieutenant Commander, the time in service prior to promotion has increased. Similarly, time in grade has increased for all members of zones except for the Lieutenant (junior grade) zone. Further, there are several officers with less than the minimum time in grade required for promotion at the time of board consideration for some of the grades. For example, four years in the permanent grade of Commander and Lieutenant Commander are required before eligibility for promotion to Captain and Commander, respectively, and some of those in the zone have 3.6 years in grade. However, the officer's actual promotion date is sometimes up to 18 months following consideration, which lengthens the *actual* time in grade. For the April and May 2010 boards, half a year of time in grade is recommended to be waived for some members of the zones.

A major factor influencing the shorter time in grade and time in service situation for officers serving as Commanders is the hiring freeze immediately following the drawdown which occurred during the mid-1990s. The hiring freeze and drawdown created a workforce "hole" attributing to an unbalanced staffing situation; this caused a shortage of experienced officers that are now at the Commander level. As a result, in some cases, officers today are being promoted rapidly with less experience and time in grade, to fill this gap. For the Lieutenant (junior grade) zone, the shorter time in grade was caused by varying numbers of BOTCs held per year. When one BOTC is held versus two, a small hole is created, and the next class after the hole will usually be selected with a shorter time in grade. Under the Department of Defense Instructions dated 1996, the Desired Active Duty Promotion Timing and Opportunity is

compared to the NOAA Corps FY10 promotion zone estimates. The NOAA Corps times shown are averages for each zone.

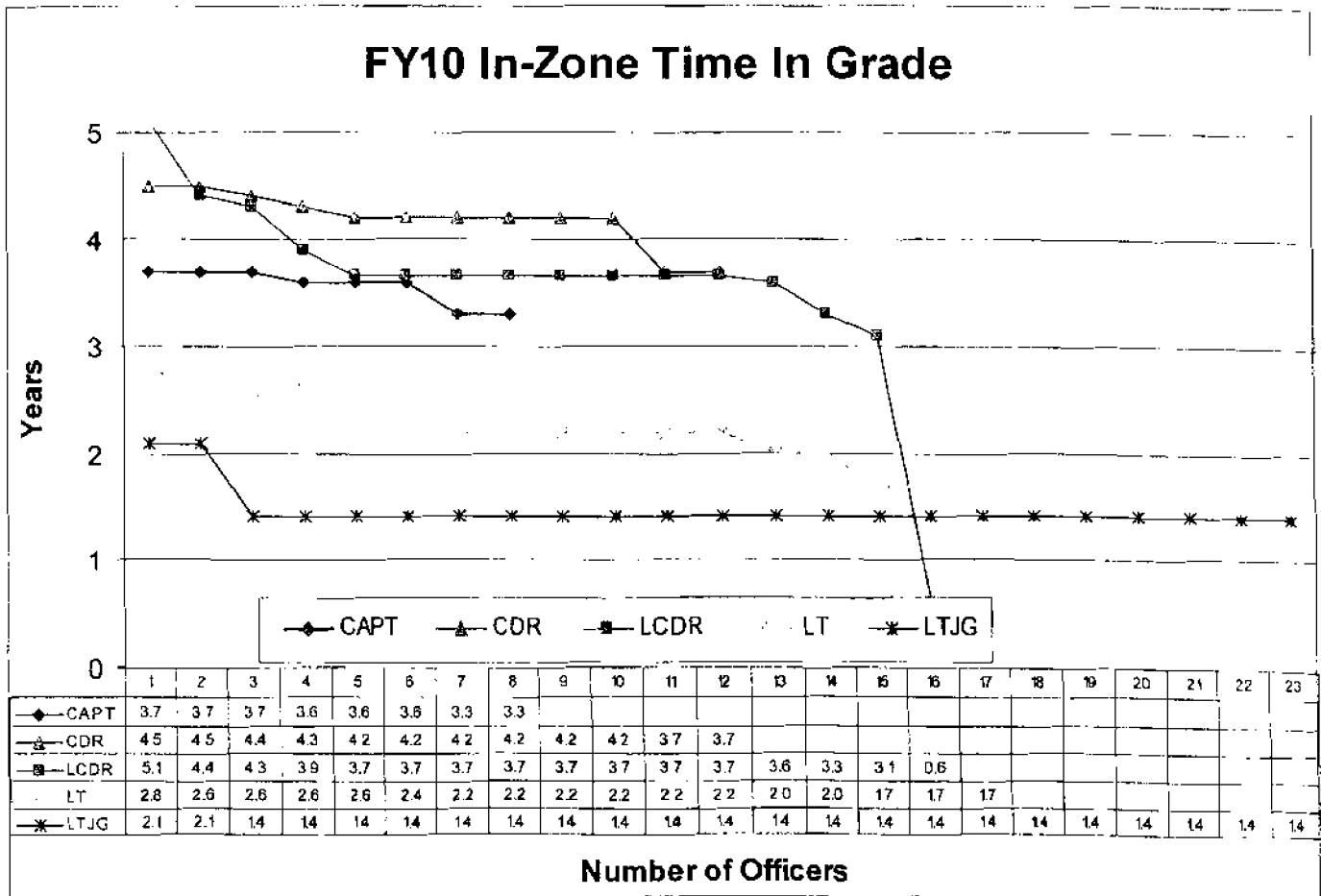
**Department of Defense
Desired Active Duty List Promotion Timing and Opportunity**

TO GRADE	DOD TIMING	NC TIMING FY10 Estimates	DOD OPPORTUNITY	NC OPPORTUNITY
O6	22 years ± 1 year	20.6 years	50 percent	50 percent
O5	16 years ± 1 year	17.4 years	70 percent	70 percent
O4	10 years ± 1 year	9.9 years	80 percent	80 percent
O3	4 years	5.2 years	100 percent (FQ)	90 percent
O2	1.5 years	2.0 years	100 percent (FQ)	100 percent (FQ)

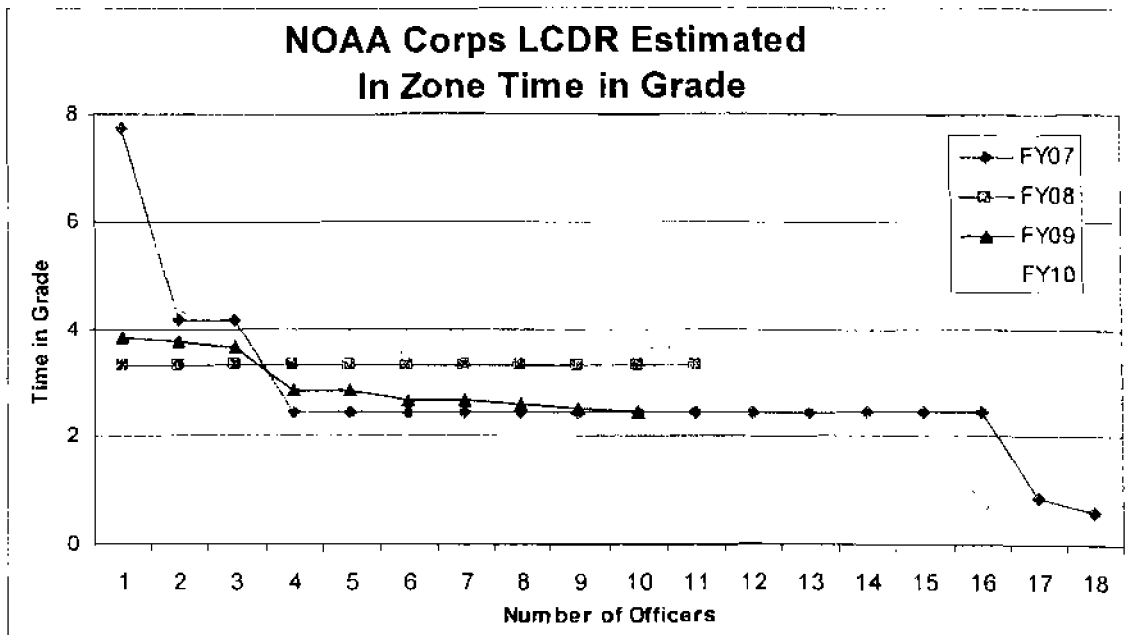
Note: FQ= Fully Qualified for promotion, meeting all medical and training requirements.

For FY10, promotion estimates show the NOAA Corps is promoting officers more than one year faster than DOD's minimum desired number of years in service for Captain, as shown in the table. The Lieutenant zone is two years longer than DOD's desired timing this year due to longer waiting time for actual promotion over the last few years. The other grades are closer to DOD's promotion timing.

The low time in grade for the FY10 Captain zone is shown in the chart below. Short time in grade occurred in two grades in 2008 and in all grades in FY07. In FY09, the zones were made smaller to decrease the number of officers requiring a waiver. As listed above, four years in the permanent grade of Commander are required to be considered for selection to Captain under the NOAA Corps Directives. This year, a waiver of the NOAA Corps Directives will be required for consideration of some officers in the Captain and Commander zones.



In the zone for consideration to Captain, although some officers do not meet the minimum time in grade, they do meet the desired time in service. If, however, officers do not meet the time in grade and the time in service, a corrective measure within a closed-cohort system of the uniformed service, is used to impose a higher opportunity of selection within a grade. This measure reduces the number of officers being considered by the board, which results in longer waiting periods for promotion consideration and fewer non-selections within zone. Alternatively, if there is a need to speed up promotions or to 'weed out' individuals (for example, when the Corps is at maximum size), larger promotion zones with a lower chance of being selected would be recommended. This measure allows more officers to be considered by the board, but more officers will be non-selected, as well. Both of these measures are applied to manage the workforce, and have different effects, depending on the need. This OCMP recommends a strategy of smaller zones with a higher chance of selection for each officer in the zone. This management strategy will allow NOAA Corps to move away from waivers due to short time in grade, to align the promotion system with the desired timing, and to permit officers sufficient time to gain the necessary competencies prescribed for each grade. The graph below shows that the time in grade has increased for officers in the Lieutenant Commander zone between FY07 and FY09.



C. Management Measures: Under the NOAA Corps Directives, the minimum eligibility for consideration to Lieutenant Commander is three years in the permanent rank of Lieutenant. This year, the promotion zone for Lieutenant Commander will consist of officers with an average of 3.8 years in the permanent grade of Lieutenant, as shown on the graph above. The graph shows the difference in LCDR time in grade between FY07, FY08, FY09, and FY10. The workforce management measure taken by the NOAA Corps for the FY07 Lieutenant Commander zone, implementing a higher OOS and a longer waiting period for consideration, aided the short time-in-grade situation that occurred in recent years. Also, the longer period for the FY07 promotion package to receive final approval lengthened the actual time in grade for Captains, Lieutenant Commanders, Lieutenants, and Lieutenants (junior grade) that year.

In this OCMP, CPC recommends higher selection percentage for each grade than the general specification OOS, shown in the Opportunity of Selection table, above. Higher OOSs are recommended this year to manage the zones. For each grade, the higher OOS will allow fewer officers to be considered, fewer to be passed over, and will increase the averages of time in grade and time in service. This also decreases the ranges of time in service and time in grade for the considered officers, and brings the averages closer to DOD promotion standards, as discussed below. This measure of implementing an OOS which is 5 or 10% above the guidance opportunity percentage will help alleviate the problems of the experience gap in the Corps and shorter time in the current grade. Again, a higher

recommended OOS will cause officers to wait longer for consideration, but they will have a better chance of selection when considered.

In-zone candidates consist of officers that are being considered for selection for the first time and officers that have been once non-selected. Above-zone candidates consist of officers non-selected for the next higher rank two or more times. In addition, officers with an approved voluntary retirement are not considered by the boards; those with an involuntary retirement are. The FY10 tables for each grade below show how an OOS fluctuation of plus or minus 10 percent impacts the number of officers going to the board for consideration.

1. **CAPT OOS.** During FY09, the CAPT OOS was set at 60%. The enclosure contains the names of the officers that would be considered based on the OOS below.

CAPT Opportunity of Selection				CAPT Board Candidate Composition							
To Select	OOS	In Zone Size	Number of In Zone Non-selections	In Zone			Above Zone				
				First time considered	1xpo	In Zone Total	2xpo	3xpo	4xpo	Above Zone Total	
4	60%	7	3	7	0	7	3	1	0	4	
4	55%	7	3	7	0	7	3	1	0	4	
4	50%	8	4	8	0	8	3	1	0	4	
4	45%	9	5	9	0	9	3	1	0	4	
4	40%	10	6	10	0	10	3	1	0	4	

Five vacancies are projected for Captains. The range for time in service for the in-zone candidates for promotion to Captain is 23.2 to 19.3 years, and the range for time in grade is 3.7 to 3.3 years. The average promotion timing and opportunity at 50% is 20.6 years for Captains. For DOD, the desired promotion timing and opportunity for CAPT is 22 years ±1 year. CPC recommends an OOS of 50%.

2. **CDR OOS.** During FY09, the CDR OOS was set at 80%. The enclosed list contains the names of the officers that would be considered based on the OOS below.

CDR Opportunity of Selection				CDR Board Candidate Composition							
Number to Select	OOS	In Zone Size	Number of In Zone Nonselections	In Zone			Above Zone				
				First time considered	1xpo	In Zone Total	2xpo	3xpo	4xpo	Above Zone Total	
9	80%	11	2	9	0	9	2	0	1	3	
9	75%	12	3	9	0	9	2	0	1	3	
9	70%	13	4	9	0	9	2	0	1	3	
9	65%	14	5	9	0	9	2	0	1	3	
9	60%	15	6	9	0	9	2	0	1	3	

For FY10's in-zone CDR candidates, the time in service ranges from 21.8 to 15.7 years, and time in grade ranges from 4.4 to 3.7 years for the 75% OOS. Currently, the average promotion timing and

opportunity at 75% for CDR is 17.4 years. DOD's desired promotion timing and opportunity for CDR is 16 years \pm 1 year. The NOAA Corps is similar to DOD; CPC recommends an OOS of 75%.

3. **LCDR OOS.** During FY09, the Lcdr OOS was set at 85%. The enclosure contains the names of the officers that would be considered based on the OOS shown.

LCDR Opportunity of Selection				LCDR Board Candidate Composition							
Number to Select	OOS	In Zone Size	Number of In Zone Nonselections	In Zone			Above Zone				
				First time considered	1xpo	In Zone Total	2xpo	3xpo	4xpo	Above Zone Total	
13	90%	14	1	11	3	14	1	0	0	1	
13	85%	15	2	12	3	15	1	0	0	1	
13	80%	16	3	13	3	16	1	0	0	1	
13	75%	17	4	14	3	17	1	0	0	1	
13	70%	19	6	16	3	19	1	0	0	1	

LCDR is a critical retention decision point and this grade also shows the most significant impact of the experience gap within the NOAA Corps today. Using an 80% OOS shows officers in zone have a range of time in service from 19.8 down to 7.7 years, with time in grade range from 5.1 to 0.6 years. NOAA Corps has a promotion timing and opportunity of 9.9 years for this year's zone size. For DOD, the desired promotion timing and opportunity for Lcdr is 10 years \pm 1 year which is close to the FY10 timing. CPC recommends an OOS of 80% for longer time in grade.

4. **LT OOS.** For FY09, the LT OOS was set at 90%. The enclosed list contains the names of the officers that would be considered based on the OOS below.

LT Opportunity of Selection				LT Board Candidate Composition							
Number to Select	OOS	In Zone Size	Number of In Zone Nonselections	In Zone			Above Zone				
				First time considered	1xpo	In Zone Total	2xpo	3xpo	4xpo	Above Zone Total	
15	95%	16	1	14	2	16	1	0	0	1	
15	90%	17	2	15	2	17	1	0	0	1	
15	85%	18	3	16	2	18	1	0	0	1	
15	80%	19	4	17	2	19	1	0	0	1	
15	75%	20	5	18	2	20	1	0	0	1	

An 85% OOS is recommended for the LT boards. For the Autumn 2010 LT board, the average time in grade is 2.2 years. The ranges for time in service and time in grade for the group are 11.3 to 4.5 and 5.3 to 1.7 years, respectively. The average promotion timing and opportunity at 85% for LT is 5.2 years. For DOD, the desired promotion timing and opportunity for LT is 4 years \pm 1 year. The NOAA Corps is longer than DOD's timing; CPC recommends an OOS of 85%.

5. **LTJG OOS.** For the November 2009 boards, the LTJG OOS was set at 100% of those fully qualified. Nine ensigns were selected for promotion to LTJG, with an average time in service of 1.5 years, and an

average time in grade of 1.5 years. For FY10, CPC recommends holding the LTJG board in the Fall, like last year, to select 100% of qualified officers in the zone. The recommended zone is 21 ensigns to be considered for promotion. This is the entire A School class of 113, even though fewer LTJG vacancies are projected. The additional selected LTJGs would simply remain on the promotion list longer, gaining time in grade and time in service until actual promotion. The actual promotion could occur up to 12 months after the selection, but this affords the proper time for final approval of the promotion package before reaching the three-year statutory mark. At consideration time, this class will have 1.5 years average time in service, and 2.0 years average time in grade (due to a few officer with prior service time), meeting the requirements. Again, actual promotion time will be longer as officers wait for a vacancy to 'pin on' the new rank.

6. **Delegation of Zone Sizes.** Any unanticipated change in attrition (increase or decrease) between now and the board dates will change the required number of selections, so we recommend delegating to CPC the final selection number and zone size determination that coincide with your OOS decisions.

7. **Eligibility for promotion consideration.** As the enclosure shows, some number of officers in the in zones for promotion to Captain and Commander do not have the requisite time prescribed in NCD 04203. Two factors have contributed to this shortfall in requisite time. First, the downsizing gap created by the initiatives to disestablish the Corps and the appointment situation which required the withholding of promotions and the adjustment of officers' date of ranks. Many of these officers served in the higher grade billets, but were promoted late due to the problem. With that said, NCD 04203B provides you with the authority to adjust the length of service-in-grade requirements based on service need. We recommend you invoke this section of the NCD.

8. **General comments concerning the impact of continuing officers who have not been selected for promotion for two or more times.** The continuation process allows the Service to retain experienced officers to meet a Service need. The precepts convening the continuation boards will outline service needs and the number of officers that should be continued.

IV. **RECOMMENDATIONS**

A. **Number to Select/Zone Size.** CPC recommends you approve the following zones and number of officers to be selected for promotion to the next higher grade. For each grade, the promotion board would be authorized to select "up to" the number of officers listed.

FY10 OOS			
Board	Number to Select	OOS	In Zone Size
CAPT	4	50%	8
CDR	8 12	70%	12 17
LCDR	13	80%	16
LT	15	85%	17
LTJG	23	100% FQ	23

2/23/10

 2/22/2010
 Approved Date

Do Not Concur Date

B. **Board Schedule.** Recommend approval of the following board schedule for announcing to the NOAA Corps.

Board Schedule	Convenes on or about
CAPT Selection	14 April 10

CDR Selection	15 April 10
LCDR Selection	12 May 10
LT Selection	October 10
LTJG Selection	October 10

[Signature] 2/22/2010
 Approved Date

 Do Not Concur Date

C. Cancellation of Annual Review for all Grades Except Captains. Recommend that CPC not convene the FY10 annual review of officers, but recommend that CPC convene an annual review of Captain.

 Approved Date

[Signature] 2/22/2010
 Do Not Concur Date

D. Eligibility for promotion consideration. In accordance with NCD 04203B, when the needs of the NOAA Corps require, the Director may adjust length of service-in-grade requirements, to the extent that service-in-grade requirements are not otherwise fixed by statute. CPC recommends that you approve implementation of this section of the NOAA Corps Directives for the March 2010 Selection Boards for the Captain and Commander zones, approving waivers of no more than six months of time in grade. If a six-month time in grade waiver is approved, this will allow a sufficient number of officers to be considered within the zones.

[Signature] 2/22/2010
 Approved Date

 Do Not Concur Date

Enclosure: (1) List of Above and In Zone Candidates for Captain, Commander, Lieutenant Commander, Lieutenant, and Lieutenant (junior grade)