



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

MEMORANDUM FOR: Rear Admiral David A. Score, NOAA
Director, NOAA Corps

FROM: Captain Lawrence T. Krepp, NOAA
Director, Commissioned Personnel Center

SUBJECT: Fiscal Year 2014 Officer Corps Management Plan – Amendments

PURPOSE

The Officer Corps Management Plan (OCMP) presents the current state of the NOAA Corps workforce and provides recommendations for Fiscal Year (FY) 2014 promotion zones. The OCMP for FY2014 was signed 04 December 2013 by the Director, NOAA Corps. However, since the issuance of the FY 2014 OCMP, NOAA Corps' leadership has changed and asked CPC for further analysis regarding the promotion zone sizes and impacts to future development of NOAA Corps. This amendment to the FY 2014 OCMP serves as a revision to the previously issued execution plan, and reflects leadership's decision to change zone sizes based on properly managing the Corps, and to ensure officers have the appropriate opportunity to gain the necessary experience to be eligible for the next grade. Notification to officers not previously identified in zones will be made upon the Director, NOAA Corps, decision to approve these changes has been received.

AMENDMENTS

Based on the review of the additional analysis and further discussion with NOAA Corps leadership, CPC recommends the following zones:

To Be Grade	Board Date (on or about)	Average YOS for Zone	Average TIG for Zone (years)	Zone Size	OOS Percentage	Select (up to)
O-6	April 2014	20.8	4.1	12	50%	6
O-5	April 2014	14.6	5.8	11	70%	8
O-4	April 2014	9.7	4.4	11	80%	9
O-3	April 2014	5.2	2.4	17	90%	15
O-2	April 2014	2.4	2.0	24	100% (FQ)	24

Table 6 Proposed Promotions Zones for FY 2014

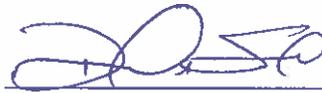


DECISION

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 selection Officer Personnel Board would be authorized to select “up to” the number of officers listed.

To Be Grade	Zone Size	OOS Percentage	To Select (up to)
O-6	12	50%	6
O-5	11	70%	8
O-4	11	80%	9
O-3	17	90%	15
O-2	24	100% (FQ)	24

Table 7 Opportunity of Selection (OOS) Recommendation Summary by Grade for FY 2014

 *2/10/14*
 Approved _____ Date

Do Not Concur _____ Date

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

Board Schedule	Board Date (on or about)
O-6 Selection	15 April 2014
O-5 Selection	15 April 2014
O-4 Selection	15 April 2014
O-3 Selection	15 April 2014
O-2 Selection	15 April 2014

Table 8 Board Schedule for FY 2014

 *2/10/14*
 Approved _____ Date

Do Not Concur _____ Date

C. Eligibility for promotion consideration. In accordance with NCD 04203B, when the needs of the NOAA Corps require, the Director may adjust length of time-in-grade requirements, to the extent that time-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 April 2014 Selection Boards, approving waivers of no more than six months of time-in-grade, as needed.

 *2/10/14*
 Approved _____ Date

Do Not Concur _____ Date