



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

FEB 28 2008

MEMORANDUM FOR: Chair, Officer Personnel Selection Board  
FROM: Rear Admiral Jonathan W. Bailey, NOAA  
Director, NOAA Corps  
SUBJECT: PRECEPT CONVENING AN OPB SELECTION BOARD TO  
RECOMMEND OFFICERS OF THE NOAA CORPS ON THE LINEAL  
LIST FOR PROMOTION TO THE GRADE OF COMMANDER

Pursuant to the National Oceanic and Atmospheric Administration Commissioned Officer Corps (NOAA Corps) Directives 04203, 04204, and 04205, a Selection Board is reconvened to consider officers for promotion to the grade of commander.

In accordance with NOAA Corps Directives, Chapter Four, Part Three, Qualifications, NOAA Corps officers eligible for promotion shall be found to be mentally, physically, and professionally qualified. The Board's criteria for selection should include performance, leadership ability, management ability, professional development and breadth of experience. The officers you recommend should be the best who have demonstrated by past performance that they retain the qualities necessary to lead and manage NOAA's programs and the officers of the NOAA Corps. A successful command(s) at sea or in flight is an indication of an officer's operational and leadership capabilities. The NOAA Corps' operational excellence requires an array of skills and expertise. Every community contributes to our overall success. Each community is essential and provides its own path to leadership and technical proficiency, though opportunities for command may come at different levels and numbers depending on the community. Operational, command, and key staff positions are all important in showing an officer's potential. Enclosure (1) contains additional guidance to the Board.

All proceedings of this Selection Board will be undertaken consistent with NOAA-wide policies concerning equal employment opportunity and equal treatment, as well as Executive Branch Principles of Ethical Conduct. To assist the Board deliberations, the Director, CPC, will provide, at your request, summaries of NOAA's current policies. The NOAA Corps' commitment to equal opportunity, without regard to race, creed, color, gender, national origin, or occupational specialty, must be without question and readily apparent to all whom would independently review this commitment.

*On March 4th I instructed the board to consider operational needs of the fleet and authorized the selection of an additional officer if justified. JWB*

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Subject to existing law, directives, and the oath taken, each Board member is to be governed by his/her own judgment when giving weight to the broad qualification criteria, which are contained in NOAA Corps Directives, Section 04303. You should emphasize to the members of the Board the importance of their obligation to confine themselves to facts of records and not predicate judgments on rumor or hearsay. At the end of your deliberations, all members must be able to say that the officers recommended for promotion are in the opinion of at least a majority of the Board, the best qualified to carry out the duties and responsibilities of the grade for which they are selected.

The promotion zone shall consist of 18 lieutenant commanders on the lineal list consisting of the most senior officer in the grade of lieutenant commander; namely, LCDR Hopkins and those 17 officers junior thereto who have not been previously selected for promotion and have completed at least 12 months commissioned service in the NOAA Corps, through and including LCDR Von Saunder. The 13 best qualified officers shall be recommended for promotion.

The Board shall convene at 0800 on March 4, 2008, at OMAO, 8403 Colesville Road, Suite 500, Large Conference Room, or as soon thereafter as practicable, for the purpose of considering all officers in the grade of lieutenant commander who are eligible for consideration for promotion to the grade of commander in the NOAA Corps. Members of the Board shall swear or affirm that they will, without prejudice or partiality, and having in view both the special fitness of officers and the efficiency of the NOAA Corps, perform the duties imposed upon them.

The following officers will comprise the Board membership:

The following non-voting members are authorized to assist the Board as needed.

Captain William B. Kearse  
Mr. Roger D. Mason  
Mr. Gregory S. Raymond  
Ms. Tracey Raymond

The Board shall submit a report in writing signed by all members of the Board. Except for the report of this Board, the proceedings of the Board shall not be disclosed to any person not a member of the Board. You will direct the members of the Board that their recommendations shall be kept confidential until the Secretary approves the report on behalf of the President, and the names of officers selected for promotion are released to the Service at large. The Board deliberations are to remain confidential and are not to be discussed with anyone who was not a member of the Board.

Encl (1): Guidance to FY08 Officer Selection Boards