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

APR 2 4 2015

MEMORANDUM FOR: Chair, Officer Personnel Board

FROM: Rear Admiral David A. Score, NOAA
Director, NOAA Corps

SUBJECT: PRECEPT CONVENING AN OFFICER PERSONNEL BOARD TO RECOMMEND OFFICERS OF THE NOAA CORPS ON THE LINEAL LIST FOR PROMOTION TO THE GRADE OF CAPTAIN

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

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 NOAA Corps' operational excellence requires an array of skills and expertise. The officers you recommend should be those that 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.

Command at sea, ashore, or in the air is an indication of an officer's operational and leadership capabilities, and strong consideration should be given to those officers that continue to take on the heavy demands, risks, and responsibilities required of an operational service. Selectees must have shown potential to assume a senior operational command. Strong consideration should be given to officers that have demonstrated the ability to lead NOAA and OMAO into the future, especially by bringing management expertise and strategic thinking into leadership decision making, developing our workforce, and supporting a mission ready fleet.

All proceedings of this 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.

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The promotion zone shall consist of ten (10) commanders on the lineal list consisting of the most senior officers in the grade of commander; namely, CDR Ellis and those nine (9) officers junior thereto who have not been previously selected for promotion nor have an approved retirement. In addition, there is one (1) officer above zone.

The Board may, but is not required to, select up to five (5) best qualified officers for promotion. The officers selected must have the experience and ability to assume the roles of the next rank, specifically as the future senior leaders of the organization over the next ten years. It is imperative that the Board select only the best qualified.

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 Board shall convene at 0830 on Tuesday, April 28, 2015, 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 commander who are eligible for consideration for promotion to the grade of captain 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 records of the 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 Lawrence T. Krepp, Director, Commissioned Personnel Center
Katherine P. Raymond, Acting Deputy Director, CPC
Tracey M. Peterson, Acting Chief, Officer Personnel Management Division (OPMD), CPC
Commander Kurt A. Zegowitz, NOAA, Chief, Officer Career Management Division (OCMD)
Lieutenant Lindsay H. Morrison, Staff Officer, OPMD, CPC
Gladys Faxio, Human Resources Assistant, OPMD

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

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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.

DAS