



CPC CyberFlash

HONOR

RESPECT

COMMITMENT

From the Director's Desk

Appointment and Promotion Update

PN797 National Oceanic and Atmospheric Administration Nominations beginning John W. Humphrey, Jr., and ending Mark H. Pickett, which 7 nominations were received by the Senate and appeared in the Congressional Record on July 29, 2005

PN935 National Oceanic and Atmospheric Administration Nominations beginning Melissa M. Ford, and ending Jamie S. Wasser, which 14 nominations were received by the Senate and appeared in the Congressional Record on September 28, 2005

Permanent appointments BOTC 107. Nominations at Senate since September 28, 2005.


As you can see the first package has been at the Senate for some time. I have been told that these types of nominations are usually cleared before a recess; therefore, we anticipate a vote before the Columbus Day holiday recess.

Pending final approval, the new Officer Evaluation Report (OER) which replaces the NOAA Corps Fitness Report, will be available November 2005 for end-of-the-year officer evaluations. Commander Kearse is tasked with scheduling the training for all officers and civilian supervisors. He will be asking for a volunteer from each of the centers to assist with rolling out the new OER and that officer will be the focal point for questions and training at that center. CPC will perform an initial review of each OER submitted, which will be followed by a comprehensive review by the OPB during the NOAA Corps annual review meeting. The draft instruction manual, and a presentation can be found at the Commissioned Personnel Center web site. I recommend all officers visit the web site and become familiar with the new process.

The Commissioned Personnel Center is here to serve all active duty and retired officers of the NOAA Commissioned Officer Corps and her predecessors. Officers should never feel reluctant to correspond with CPC concerning personnel matters. I would ask that you do your homework before corresponding and follow the chain of command so that we might expedite your request.

Captain Thompson would like to thank all those who responded to support the Office of Response and Restoration in the aftermath of Hurricane Katrina. The Office of Response and Restoration has chosen those officers necessary, and no further requirements for officers exist at this time.

At the last NMAO all hands meeting, Admiral De Bow provided a slide presentation which contained images he had taken after his most recent trip to Pascagoula MS. The images of the devastation were unbelievable. It reminded me of Hurricane Andrew which devastated the south Florida coast. I had the opportunity to fly post hurricane reconnaissance after hurricane Andrew, but I believe Katrina's size was larger than that of Andrew with a greater amount of destruction as depicted in the images Admiral De Bow presented at the meeting. Katrina's size and relative storm surge were unprecedented as was her devastating effect on the Gulf coast. Officers who were directly affected and those that have teamed with other NOAA components to mitigate further damage, aid in the clean up, and open our nation's largest ports should be commended for their efforts and abilities during these difficult times. The NOAA Corps' flexibility, knowledge, and experience have proven to be one of NOAA's finest operational strengths. Thanks to all for your hard work and dedication.



Captain Jonathan W. Bailey, NOAA
Director, Commissioned Personnel Center

PROMOTIONS EFFECTIVE SEPTEMBER 23, 2005:

To Be Commander:

Barry K. Choy
Michael D. Francisco

To Be Lieutenant Commander:

Edward J. Van Den Ameele
James A. Illg
Alexandra R. Von Sauner
Robert A. Kamphaus

To Be Lieutenant:

Daniel J. Price
Jessica S. Kondel
Nicole S. Lambert
Nicole D. Colasacco

Chad M. Cary
Jennifer E. Pralgo
Sean D. Cimilluca
Charles J. Yoos, III

To Be Lieutenant (junior grade):

Paul A. Householder
Nicola Samuelson
Patrick L. Murphy
Colin D. Little
Leah A. Harman
Jason R. Mansour
Briana J. Welton
Abigail S. Higgins
Brent J. Pounds
Amanda L. Goeller

TSA Expanding National Explosives Detection Canine Teams to Mass Transit and Commuter Rail Systems

WASHINGTON D.C. - The Transportation Security Administration (TSA) announced today the expansion of the National Explosive Detection Canine Team Program to 10 mass transit and commuter rail systems. The 10 systems are: Massachusetts Bay Transportation Authority (MBTA), San Francisco Bay Area Rapid Transit District (BART), Southeastern Pennsylvania Transportation Authority (SEPTA), Washington Metropolitan Area Transit Authority (WMATA), Port Authority Trans-Hudson Corporation (PATH), Chicago Transit Authority (CTA), Los Angeles County Metropolitan Transportation Authority (Metro), Maryland Transit Administration (MTA), San Francisco Municipal Railway (Muni) and San Diego Trolley, Inc. (SDTI).

Law enforcement officers from the 10 systems will attend the TSA Explosives Detection Canine Handler Course beginning in October. During the 10-week course, handlers will be matched with a TSA canine and trained in proper dog handling and search techniques. Upon graduation, the teams will return to their systems for local training, familiarization and certification.

"Expanding the canine program to mass transit and commuter rail systems allows TSA to partner with local resources to protect this critical piece of the transportation network," said Kip Hawley, Assistant Secretary of Homeland Security for TSA. "These teams are a mobile and efficient method for identifying explosive materials and they can be quickly deployed to

address a variety of situations."

TSA primarily uses German Shepherds, Belgian Malinois and Labrador Retrievers for the program. These dogs are usually obtained from breeders in the United States and Europe. These breeds are chosen for their temperament and keen sensory capabilities. Individual dogs selected for the program must undergo exacting pre-acceptance screening to prove they are healthy, smart, highly motivated, and able to detect the necessary odors. TSA also operates a breeding program of Labrador Retrievers at Lackland Air Force Base.

The TSA Explosives Detection Canine Team Program is a cooperative partnership that until this deployment has focused primarily on airports. TSA pays to train the canine teams, provides in-depth training for the handler, and partially reimburses the participating law enforcement agency for costs associated with the teams, such as salaries, overtime, canine food and veterinary care. TSA has deployed over 350 canine teams to airports nationwide since its inception. The TSA-certified canine teams reflect the core values of the Department of Homeland Security - providing first responders with the right tools, technical assistance and funding to protect our nation.

"We look forward to establishing the same successful partnerships with the mass transit and commuter rail systems that we enjoy with our industry partners in aviation," said Dave Kontny, Director of the program. "By simultaneously deploying highly trained, TSA-certified explosives detection canine teams in these two modes of transportation, we will have assisted local law enforcement agencies in bolstering security for our nation's traveling public."

For more information regarding TSA, please visit their Web site at www.tsa.gov.

ALL OFFICERS RE-ENROLLED IN SGLI AT MAXIMUM RATE

The maximum level of Servicemembers' Group Life Insurance coverage increased from \$250,000 to \$400,000 on September 1, 2005. Anyone eligible for SGLI coverage, is automatically enrolled and covered for \$400,000 under SGLI, even if they previously declined or elected lesser coverage. If a servicemember wants no coverage or less than the maximum, they will have to re-elect no coverage or less than the maximum on the NEW SGLV 8286 Form (September 2005), the form must be SIGNED ON OR AFTER 1 SEPTEMBER 2005. Submit your updated and witnessed form to the Commissioned Personnel Center and the NOAA Corps Payroll Unit. The form can be located at <http://www.insurance.va.gov>

SUBMISSION OF TDY ORDERS:

This is a reminder that all NOAA Corps officers must submit endorsed TDY orders to CPC

when the TDY involves ship time and when the duration exceeds 30 days.

AWARD SUBMISSION TIMELINES

The Uniform and Awards Board meets once a month on the second Thursday of the month. All award submissions must reach CPC one day prior to the Board meeting. If the award submission does not reach CPC before the Board meets for that month the award will be held over until the following month. Listed below is the current schedule of the Board meetings:

October 13, 2005
November 10, 2005
December 8, 2005
January 12, 2006
February 9, 2006
March 9, 2006
April 13, 2006
May 11, 2006
June 8, 2006
July 13, 2006
August 10, 2006
September 14, 2006
October 12, 2006

NEW CPC EMPLOYEES

We welcome the Commissioned Personnel Center's newest employees, Ms. Lisa Sudmann and Ms. Sherrita Irby.

Ms. Sudmann is a Human Resources Assistant who is working in the Officer Personnel Management Division. Ms. Sudmann's primary focus will be maintaining the Official Personnel Files and supporting HR Specialist Greg Raymond. Ms. Sudmann is hearing impaired, to contact her please call the relay service at 866-447-8771 and ask for Lisa Sudmann at 301-713-3453 or contact her by email at lisa.sudmann@noaa.gov.

Ms. Irby is the special assistant to the Director and Deputy Director, Commissioned Personnel Center.

NOAA Leadership Competencies Development Program (LCDP)

The LCDP "Call for Applications" opens October 3, 2005 and closes on October 28, 2005.

The detailed LCDP Call for Applications will be issued to eligible employees on October 3rd in an email from the NOAA Workforce Management Director, Eduardo J. Ribas. Applications must be received online by the closing date.

Applicants must currently be at one of the following grade levels:

- GS/GM-13, GS/GM-14, or GS/GM-15; or
- Pay Band ZA-4, ZA-5, ZP-4, ZP-5, or ZT-5; or
- Commissioned Officer O-4, O-5, or O-6.

The LCDP is a competitive, 18-month, intermittent NOAA leadership development program. It provides a series of training and learning experiences for a cadre of NOAA employees who have high potential for assuming greater leadership responsibilities in the agency. The program promotes cross-line, multidisciplinary experiences that broaden participants' understanding of NOAA's missions and goals, as well as its organizational structures. The LCDP, a key component of NOAA's Strategic Human Capital Management Plan, is the agency's premier succession planning initiative.

If you are interested in the program and want to learn more go to <http://lcdp.noaa.gov>.



MANAGERS AND LEADERS

One thing great managers know is the need to discover what is unique about each person and to capitalize on this uniqueness. Great managers serve as intermediaries between the individual and the organization, and, like all intermediaries, they perform their role well only when they perform it one on one.

Great leaders must play a different role. Their job is to rally people toward a better future, and as such, they are not intermediaries. They are instigators. Drive by their compulsion for a better future, their challenge is to do everything in their power to get other people to join together to make this future come true. So, by definition, they will perform this role well only when they find a way to make people, regardless of each person's uniqueness, excited by and confident in this better future. If, through their words, actions, images, pictures, and scores, they can tap into those things we all share, they will succeed as leaders. If they can't, they will struggle.

So, while great managers discover what is unique about each person and capitalize on it, great leaders do the inverse, they capitalize on what is universal.

The One Thing You Need to Know about Great Managing, Great Leading, and Sustained Individual Success

--Marcus Buckingham



This message was generated for the Director of Commissioned Personnel