



CPC CyberFlash

HONOR

RESPECT

COMMITMENT

From the Director's Desk

I reported to CPC as the new Director on the 1st of September. I am extremely excited about this opportunity and look forward to working with each of you as we continue to improve the human resource services to the NOAA Corps.

As part of my preparation for assuming the duties as the CPC Director, CAPT Bailey, Roger Mason, and I met regularly throughout the spring and summer. The purpose of these meetings was to gain greater understanding of CPC function. I was truly impressed by their desire to improve the professionalism and service provided to the NOAA Corps. The leadership exhibited by CAPT Bailey and Roger has resulted in an organizational culture shift in CPC and has significantly influenced the NOAA Corps culture. Both of these leaders believe strongly in doing the right thing and have put in many long hours to make the right things happen. Let me highlight just a few of the right things they were influential in making happen over the last couple of years.

a. Personnel Allowance List. During 2005, CPC established a personnel allowance list (commonly called a billet list) for the NOAA Corps that aligned with the number of officers authorized by law. The goal was to reduce the billet list to the authorized strength of 299, provide a billet reprogramming process and encourage the use of the PPBES process for requesting new billets. CPC accomplished this through a collaborative process. The realignment/prioritization of billets resulted in better management of the limited number of officers, reflected the true needs of NOAA programs, and met Congress' expectation of the total number of billets reflecting authorized strength.

b. Officer Evaluation System. During 2005/2006, the NOAA Corps completely revamped its officer evaluation system. The old system was outdated and did not reflect the current standards expected of a NOAA Corps officer. The OES is an important part of the NOAA Corps officer personnel management system. It supplies information for personnel management decisions in a variety of areas (i.e., promotion, separations, retention). CPC did substantial research on the other Services' officer evaluation systems, modified the existing forms based on that input and gained approval from the Director of the NOAA Corps to move forward with the new form, policies and training brief. As this system would impact the entire NOAA Corps, the Commissioned Personnel Center (CPC) sent the new form, policies and training brief to the officers of the NOAA Corps. The officers provided valuable comments and their recommendations were incorporated into the final version. The new

Officer Evaluation Report (OER) provides a better tool for providing feedback to the officer and the Officer Personnel and Assignment Boards who use this information when making critical decisions regarding officer promotions, assignments, and career development decisions.

c. Enhanced Records Access. CPC staff developed a web based "Virtual CPC", which allows every officer to have access to her/his personnel folder. Prior to this IT solution, officers had to visit CPC or request a copy of their record.

d. Improved Records Management. During the month of February 2005, CPC completed a project to convert the Annual Review of Records to an electronic process. Prior to this IT solution, paper records were being transported to various out of state locations.

e. Improved Officer Personnel Board (OPB) Process. CPC staff transition from a paper based officer personnel board process (OPB) (i.e., promotion, separation) to an electronic OPB selection process. This new electronic board process provided enhanced capabilities that resulted in fewer days being needed to hold boards (i.e., boards were reduced from 3 days to 1 day).

f. Aligned Officer Corps Management System. Recently, the assignment, billet review, evaluation and promotion processes were aligned in a systematic order.

As I review the above changes, I am astonished at how much has occurred in such a short period of time. I embrace these changes and look forward to additional opportunities in CPC to continue to maximize efficiencies and strive to provide exceptional service to the entire NOAA family. For example, Roger Mason, CPC's Deputy Director, recently returned from the NOAA Leadership Seminar. While at that seminar, he had several discussions with various NOAA Corps officers. Based on those discussions, we are adding a new section to the CYBERFLASH called "On the Horizon." This new section will focus on some of the issues/items that are being considered, but have not been approved. The "On the Horizon" section for this CYBERFLASH is shown below.

In closing, I feel we all owe a huge debt of gratitude to Captain Jon Bailey, Mr. Roger Mason and the CPC staff who have made significant strides in improving the NOAA Corps Human Resources System. Also, I would like to thank Roger for a job well done in his role as "Acting" CPC Director these last couple of months. Finally, I pass along a hearty "Welcome Aboard" to members of BOTC-110 who recently reported to USMMA (Kings Point). I look forward to meeting the class in the near future.

A handwritten signature in black ink, reading "Todd Stiles". The signature is fluid and cursive, with a prominent "T" and "S".

Captain Todd C. Stiles, NOAA
Director, Commissioned Personnel Center

Captains Annual Review

Captains,

The Annual Review of Captains is scheduled for 13 September. The Chair of the Officer Personnel Board (OPB) will be of flag grade and the remaining membership will be made up of retired officers who have been recalled to active duty. All Captains, who have not submitted a voluntary request for retirement, will be considered by this Board. The purpose of this review is twofold. First, it is convened to assess each officer's career development and future potential relative to his/her peers. Secondly, it is convened for the purpose of considering all officers in the grade of captain for either retention on the active duty list or, in accordance with NOAA Corps Directive 08501B, retirement in the best interest of the Service.

If the OPB recommends a captain for involuntary separation, that captain will have an opportunity to show cause for retention in the NOAA Corps.

While every effort is made to ensure that records are checked for completeness prior to each OPB, we encourage officers to review and validate their own records. You can review your record at the following website: <https://cpc.nmao.noaa.gov/opfonline/login.jsp>. If you discover that a document is missing, please forward it to CPC. As the OPB is scheduled for 13 September, please submit any additional documents for inclusion in your OPF by September 11, 2006.

Promotion Update

37 promotions are currently proceeding through DOC clearance.

Due to recent onboard strength changes, we now have a total of 11 vacancies in the grades of captain, commander, lieutenant commander, lieutenant and lieutenant (junior grade). CPC is preparing the package to forward those names to the Secretary for promotion. This will be the last large promotion package for the year. The next large cycle of promotions will coincide with the arrival of BOTC 111. If you have any questions regarding promotions, please contact Greg Raymond at 301-713-7728.

On the Horizon

This section is designed to provide the NOAA Corps officers with some of the highlights of items under consideration that may have an impact on them. The items discussed may or may not be approved at a later date.

a. NOAA Corps Legislation: CPC staff has drafted and submitted new legislation for the NOAA Corps. The legislation is currently routing through the internal NOAA/DOC processes. This legislation addresses NOAA Corps recruitment, retention, promotion and disciplinary procedures by updating, strengthening, and clarifying the language of the National Oceanic and Atmospheric Administration Commissioned Officers Act of 2002.

b. Operational Dress Uniform. The NOAA Corps currently purchases the majority of its uniforms from the U. S. Navy. The U. S. Navy is replacing its working uniform with a camouflage battle dress uniform (BDU), which is not suitable to meet the missions of the NOAA Corps. The U. S. Coast Guard uses an operational dress uniform (ODU) that is a

suitable replacement for the U. S. Navy working uniform. CPC staff is currently working with the Uniform Staff of the U. S. Coast Guard to pave the way for using their Operational Dress Uniform. We have developed a Memorandum of Agreement (MOA), which we hope to have through the routing process and approved by the end of the year.



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