

Commissioned Personnel Center CYBERFLASH



October 7, 2008

Director's Message

I have been receiving several suggestions for topics that need clarification, as requested in the last couple of Cyberflashes. There have been lots of good suggestions so far, and I'll still take more ideas, if you have them. Some of the topics about which officers are inquiring include ODUs, PCS specifics, suggestion option in the OPF online system, advertisement of new and dissolved billets, available training list, GI Bill information, more billets of the week, highlighting retiring officers' careers, monthly education section regarding processes, profiles of CPC and MOC civilians on the CPC website with the directory, increasing my travel and contact with officers, increasing Assignment Coordinator's and Career Management Chief's contact with officers before and after rotation as well as junior officers on shore assignments, liberty chits, near miss database, creating a CPC FAQ list online, End of the Year report information, licenses for those who missed the new BOTC format, and enforcing what it means to be an officer beyond BOTC. Over the next few months, I will be addressing these topics in the Cyberflash. Thank you for all of your important ideas and input.

Our thoughts and prayers are with RDML Kenul and his family this week. We are wishing him comfort, peace, and hope in this time of sadness.

A handwritten signature in blue ink, appearing to read "W. B. Kearse".

CAPT William B. Kearse, NOAA
Director, Commissioned Personnel Center

Announcements

OER Reminders

All officers should be receiving an actual rating in Box 5f "Evaluation" of their OER's. Several OER's have been coming through CPC with the box marked "Not Observed." While many officers may not be responsible for generating various reports, "Evaluations" includes a specific statement pertaining to the Reported-on Officer's ability to meet his/her own Officer Evaluation System responsibilities (i.e., submit informative OER feedback to Supervisor, submit feedback in a timely manner, etc.).

Officers should also be aware of the following points when it comes to framing OER comments: 1) How well was the task done; 2) Was it captured as a concise accomplishment; 3) What was the demonstrated impact; and 4) What were the results of the accomplishment. Many OER's do a good job at capturing the first two points, but rarely touch upon the impacts or results to the platform, program, line office, or organization. An OER that reflects specific measurements and/or metrics with regard to an officer's performance is really going to stand

out when it comes to making important personnel management decisions (i.e., promotions, assignments, and career development).

If you should have any questions regarding OER's, please contact CDR John Caskey at 301-713-7748 or john.caskey@noaa.gov

TWIC Update

The September 25, 2008 deadline for all U.S. Coast Guard credentialed mariners has been extended to April 15, 2009. By law, all U.S. Coast Guard-credentialed mariners with an active Merchant Mariner's Document (MMD), License, and/or Certificate of Registry (COR), with or without an STCW endorsement, must hold a valid Transportation Worker Identification Credential (TWIC) to maintain their mariner credentials. Failure to obtain and continue to hold a valid TWIC may result in suspension or revocation of your mariner credentials. After April 15, 2009, the Coast Guard will not issue a merchant mariner credential to an applicant who does not hold a valid TWIC. To apply for a TWIC, you must first enroll at any TWIC enrollment center. Pre-enrollment (encouraged to use) through the TSA website, http://www.tsa.gov/what_we_do/layers/twic/index.shtm, will expedite processing time at the center. Any questions regarding the TWIC program can be answered by contacting the following number: 1-800-347-8942.

Have You Registered to Vote and Requested Your Absentee Ballot?

Want to vote in the upcoming General Election? To vote absentee as a Uniformed Service member, family member, or overseas citizen, NOW is the time to register and request an absentee ballot. Just fill out the Voter Registration/Ballot Request Form (Federal Post Card Application, FPCA, SF 76) and send it to your local election office.

To fill out the Form, go to www.fvap.gov. The site is easy to use, with state-specific instructions for filling out the form, along with information on where to send it.

Approved Retirements/Resignations/Separations

The following officers have approved retirements, resignations, or separations. Be sure to thank them for their service to NOAA and nation and wish them the best the next time you see these officers!

LT William W. Pierce, III	November 1, 2008
ENS Patrick M. Redmond	November 1, 2008
ENS Michael W. O'Neal	December 1, 2008
LT Joshua D. Bauman	December 1, 2008
CDR Philip A. Gruccio	December 1, 2008
LTJG Richard A. Edmundson	December 1, 2008
LTJG Stephen Z. Kroening	December 1, 2008
ENS Patrick B.K. Jorgensen	December 15, 2008
LCDR Jeremy B. Weirich	December 15, 2008
CAPT Stephen A. Kozak	January 1, 2009

CAPT John W. Humphrey, Jr.	January 1, 2009
LTJG Phoebe A. Woodworth	January 1, 2009
CAPT Emily B. Christman	June 1, 2009
CAPT Sean R. White	July 1, 2009
CAPT Steven R. Barnum	July 1, 2009

On the Horizon

October 6-31, 2008	REFTRA 65 (D-School)
December 11, 2008	BOTC 113 (A-School) Graduation
December 15-19, 2008	XO/ Administrative Seminar
December or January (TBD)	B-School
January 5-9, 2009	Small Boat Program Training: Inspection and Troubleshooting, Seattle, WA
January 16, 2009	Cutoff for Document Submission (Promotion Boards)
February 24-27, 2009	Small Boat Program Training: Inspection and Troubleshooting, Mississippi
March 2-5, 2009	Promotion Boards
March 2, 2009	D-School

Please see NOAA Corps website for additional information:

Assignments: <http://www.noaa.gov/cpc/careermgmt/assignments.html>

Evaluations: <http://www.noaa.gov/cpc/careermgmt/evaluation.html>

Training: <http://www.noaa.gov/cpc/careermgmt/training.html>

Uniforms & Awards: <http://www.noaa.gov/cpc/perservices/awards.html>