

Commissioned Personnel Center CYBERFLASH



March 18, 2009

Director's Message

"An officer's entire worth lies in his personal integrity." This is the answer Lieutenant General Winfield Scott, superintendent of the U.S. Air Force Academy, provided when asked to name the one quality that marks the outstanding officer. This quote is the lead in for this Cyberflash – Ethics.

One category of ethics found in the dictionary includes the rules or standards governing the conduct of a person or the members of a profession, such as medical ethics. Therefore, ethics are standards of conduct that guide decisions and actions. A code of ethics is intended to be a central guide and reference for users in support of decision making and is an inherent part of good leadership.

As an officer, you must continuously be aware of your conduct. Misconduct not only provides a negative role model for subordinates and peers, but also has a negative impact on the image of the officer corps and NOAA as a whole. While not always clear-cut, most violations of ethical or moral behavior fall under one or more of these categories: the act was illegal; it violated the NOAA Corps Directives; or it violated DOC/NOAA policy.

The Office of Government Ethics has established Standards of Conduct that apply to all US government employees. You should be familiar with your responsibilities under these regulations and Federal conflict of interest laws. All of the rules are derived from the following fourteen principles of ethical conduct in Executive Order 12731.

(1) Public service is a public trust, requiring employees to place loyalty to the Constitution, the laws and ethical principles, above private gain.

(2) Employees shall not hold financial interests that conflict with the conscientious performance of duty.

(3) Employees shall not engage in financial transactions using nonpublic Government information or allow the improper use of such information to further any private interest.

(4) An employee shall not, except pursuant to such reasonable exceptions as are provided by regulation, solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by the employee's agency, or whose interests may be substantially affected by the performance or nonperformance of the employee's duties

(5) Employees shall put forth honest effort in the performance of their duties.

(6) Employees shall not knowingly make unauthorized commitments or promises of any kind purporting to bind the Government.

- (7) Employees shall not use public office for private gain.
- (8) Employees shall act impartially and not give preferential treatment to any private organization or individual.
- (9) Employees shall protect and conserve Federal property and shall not use it for other than authorized activities
- (10) Employees shall not engage in outside employment or activities, including seeking or negotiating for employment, that conflict with official Government duties and responsibilities.
- (11) Employees shall disclose waste, fraud, abuse, and corruption to appropriate authorities.
- (12) Employees shall satisfy in good faith their obligations as citizens, including all just financial obligations, especially those – such as Federal, State, or local taxes – that are imposed by law.
- (13) Employees shall adhere to all laws and regulations that provide equal opportunity for all Americans regardless of race, color, religion, sex, national origin, age, or handicap.
- (14) Employees shall endeavor to avoid any actions creating the appearance that they are violating the law or the ethical standards set forth in this part. Whether particular circumstances create an appearance that the law or these standards have been violated shall be determined from the perspective of a reasonable person with knowledge of the relevant facts.

Your ethical conduct speaks louder and more clearly to those around you, than any written instruction on the subject. Therefore, your duty as a commissioned officer is to adhere to all applicable laws and regulations in your personal conduct, set an example, and require those under your authority to do the same. As a commissioned officer, you must ensure your conduct is above reproach.



CAPT Raymond C. Slagle, NOAA
Director, Commissioned Personnel Center

Announcements

Ship Augmentation Opportunities

Shipboard augmentation opportunities have been updated on the CPC website. All officers are reminded to check this site frequently and schedule your augmentation requirement as soon as possible, so that you can meet your augmentation requirement for the year. You can view all current augmentation opportunities and plan your schedule at the following link. This link is also now shown at the bottom of the Cyberflash:

<http://www.corpscpc.noaa.gov/cpchome/augmentation.html>

OERs Might Not be Scanned In

As you know, CPC has been short-handed for a few months now. All OERs, Service Reports, and training documents were scanned and posted on the OPF online system before the selection boards met. If you have sent in an OER since then, if you receive the email that says it has been validated then it has been finalized. However, these OERs might not have been scanned into the OPF online system yet (which the automatic replay indicates has occurred). The validation is the critical step; the OERs and other documents will be posted online in the next few weeks, as staffing allows. Please contact CDR Jon Swallow if you have any questions about this.

Email Etiquette

Please remember to use proper etiquette in all of your official correspondence, including email messages, to CPC and elsewhere. That means that capitalizing words, exclamation points, and other more casual conventions are often not appropriate for official correspondence.

BOTC 111, 112, and 113 Address Change

Officers from BOTC 111, 112, and 113 are to ensure that you have placed a change-of-address from USMMA to your current duty station. NOAA Training Center at USMMA is still receiving mail for officers that have been reassigned.

Billet of the Week -- PCO

The Office of Marine and Aviation Operations is seeking a high performing officer in the grade of O-3 or O-4 to serve as its representative in the Program Coordination Office (PCO) at NOAA Headquarters in downtown Washington, D.C. The PCO representative provides senior staff support to the Offices of the Under Secretary, Assistant Secretary, Deputy Under Secretary, and Chief of Staff of NOAA, and serves as a critical liaison between NOAA and OMAO leadership.

The PCO is a fast-paced developmental assignment appropriate for mid-grade (senior O3s, junior O4s) officers seeking to better understand OMAO's role within NOAA, and the Agency as a whole. PCO provides the opportunity to learn by observing and interacting with NOAA and OMAO's senior leadership, and is an approved official NOAA leadership development program. A wide range of duties is required of PCO staff, including planning events and traveling with members of the NOAA leadership team, drafting and reviewing briefing materials, speeches, and public documents, and facilitating communication between OMAO and NOAA leadership.

The OMAO PCO billet is expected to open on or about June 2010. This is an intense, one year assignment, which most officers complete at the beginning or end of another land assignment in

the National Capital Area.

Selection for PCO is competitive, and interested officers should email the CPC Assignment Coordinator (LCDR Jeremy Adams, 301-713-7694, assignmentbranch.cpc@noaa.gov) to request consideration for this opportunity. This email should include the following:

1. Statement of why you are interested in PCO. What do you hope to gain from this experience, and how do you expect it to contribute to your career goals for the next five years?
2. Education, training, experience, and potential. Is there anything in your performance history which you believe makes you particularly well qualified for this position?

OMAO will review the responses and personnel files of interested officers, and select a small group of finalists (approximately 3 officers) in December 2009. These officers will travel to Washington, D.C. to shadow the current OMAO PCO representative for 2-3 days, and interview with OMAO and NOAA Headquarters leadership. The successful candidate will be selected by mid-January, 2010.

Please see the attached description and <http://www.pco.noaa.gov/ldp/index.html> for additional information on the office and the leadership training component. Interested officers may also contact in current OMAO PCO representative, LCDR Ben Evans (through May 22, 2009) or LCDR Bill Mowitt (after May 22, 2009) with any questions about the billet.

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!

CAPT Stephen A. Kozak	April 1, 2009
LT Brian R. Wagonseller	May 1, 2009
CDR James D. Rathbun	June 1, 2009
CAPT Emily B. Christman	July 1, 2009
CAPT Sean R. White	July 1, 2009
CAPT Steven R. Barnum	January 1, 2010

On the Horizon

Start of A School 114
May 4, 2009

Please see CPC website for additional information:

Ship Augmentation Needs: <http://www.corpscpc.noaa.gov/cpchome/augmentation.html>

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

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

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

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