

Commissioned Personnel Center CYBERFLASH



April 30, 2009

Director's Message

Developing

What is needed to develop our civil service employees, wage mariners, and officers? Most people want to grow and develop. They have aspirations to do well and be rewarded. They have career goals that they want to achieve.

The development and preparation of OMAO employees for positions with greater responsibility requires three things. The employee needs to be willing to do what is required to grow and progress; the organization needs a process in place to help employees who want to grow; and the supervisor has to be an active player. Without our time, interest, and effort, employees will have a hard time growing.

There are many things a manager needs to do to help employees grow. We need to provide fair and accurate appraisals, continuous feedback, developmental plans that actually work, and an investment of time. Investment of time is crucial for employee development, but time is often the one thing we have the least to give. The publication "FYI – For Your Information – a guide for development and coaching," recommends allocating 8 hours per year per direct report. Eight hours per year does not sound like a lot of time, but when keying in on discussions of growth and development, I have a feeling that most of us are not allocating the recommended amount of time.

Why is all this time needed? Time is needed for mid-term and annual in-depth appraisals of the employee in terms of current strengths and areas of improvement as well as the competencies needed to develop and move to the next skill level. Time is needed for an in-depth career discussion. Time is needed to create a development plan and share it with the employee. Time is needed to arrange for developmental assignments.

Think about how much time we devote to each employee, protégé, or our own self development. As we participate in or observe the mid-cycle performance process throughout NOAA, it is our responsibility as leaders to provide continuous constructive feedback to our employees and protégés while at the same time seeking the same level of feedback from our own chain of command. Please join me in having a goal of providing or receiving eight hours of time per employee per year.

A handwritten signature in blue ink that reads "Raymond C. Slagle".

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

Announcements

Permanent Appointments

The following officers were permanently appointed on April 15, 2009.

TO BE ENSIGN:

Kevin W. Adams

Rachel M. F. Sargent

Promotions

Congratulations to the officer that was permanently promoted on April 15, 2009.

TO BE CAPTAIN:

Michele A. Finn

Congratulations to the following officer that was temporarily promoted on April 15, 2009.

TO BE CAPTAIN:

Harris B. Halverson II

2009 Selections for Promotion

Congratulations to the following officers that were selected for promotion by the March 2009 Selection Boards.

TO BE CAPTAIN:

Mark H. Pickett

Michael D. Francisco

Mark P. Moran

TO BE COMMANDER:

Mark J. Boland

Brian W. Parker

Todd A. Haupt

Robert A. Kamphaus

TO BE LIEUTENANT COMMANDER:

Jason A. Appler

Nicole M. Cabana

Russell G. Haner

John A. Crofts

Paul A. Kunicki

Jeffrey C. Taylor

Nicholas J. Chrobak

Daniel J. Price

Nicole S. Lambert

Chad M. Cary

TO BE LIEUTENANT:

Sarah K. Duncan
Stephen P. Barry
Samuel F. Greenaway
Tracy L. Hamburger
Michael O. Gonsalves
Olivia A. Hauser
Tony Perry III
Jonathan R. French
Amy B. Cox
Matthew J. Jaskoski
Stephen C. Kuzirian
Lindsey M. Waller
Jason R. Saxe
David A. Strausz
Rebecca J. Waddington
Guinevere R. Lewis

TO BE LIEUTENANT (junior grade):

John H. Petersen
Benjamin S. Bloss
John F. Rossi
Charlene R. Felkley
Emily M. Rose
Kevin W. Adams
Matthew M. Forney
Patricia E. Raymond
Matthew J. Nardi
Adam R. Reed
Adrienne L. Hopper
Rachel M. Sargent
Ryan A. Wartick

Medical Updates

Medical Requirements

A Tuberculin Skin Test or Quantiferon test is required annually (unless contraindicated) for all shipboard/aviation personnel. It is also required annually for those officers embarking on a NOAA vessel for > 24 hours. All other officers are required to have either of these tests performed once every 5 years (unless contraindicated).

Medical Records

NOAA Corps officers are responsible for ensuring that all medical records and dental

examinations regardless of where the services were rendered are submitted to the Medical Administration Branch promptly for inclusion in your official medical file. All supporting documentation should be submitted within 30 days of receiving treatment. Supporting medical documentation includes the following but not limited to: lab reports, diagnostic procedures, treatment notes, etc.

5 Year Periodic/Annual Exam Requirements

Effective October 2008, the medical requirements were updated for the Periodic/Annual medical exams. Specifically, the following changes were added: RPR (serologic test for syphilis), annual screening mammogram (for females beginning at age 40), depth perception and spirometry.

Please visit http://www.corpscpc.noaa.gov/medical/medical_req.html to view these updates.

Officers that have submitted physical exams prior to October 2008 must ensure that the new requirements are met in order to have a current physical examination on file.

Receiving 5 Year Periodic/Annual Exams at Military Treatment Facilities

As a result of the new trend toward Preventative Health Assessment screenings which are now being conducted at most Military Treatment Facilities, a number of NOAA Corps officers have expressed their inability to receive the necessary medical tests required for the NOAA Corps. In order to prevent this from happening, you should download and carry a copy of the MTF letter with you to your physical examination. This letter is included in the Medical Package that can be located at http://www.corpscpc.noaa.gov/medical/medical_req.html

Assignment Boards

Assignment Board season begins in May. All officers are reminded to update their assignment preferences in the database through OPF Online: <http://www.corpscpc.noaa.gov/>

Preferences listed on your Service Report are no longer loaded into the database. Assignment Board members will be provided a listing of the latest preferences listed in the database.

Ship Augmentation Needs

Please don't forget the augmentation policy (officers are required to augment up to 30 days per year in the first two years after completing a sea assignment). It is the officer's responsibility to volunteer for augmentation periods. Your colleagues on ships need time off for leave and training, and they need your help! You'll need their help as well when you're at sea, of course. Please go to the Ship Augmentation Needs link shown on the bottom of the Cyberflash to plan your augmentation periods.

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 Bryan 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
LT Leah A. Harman	August 26, 2009
LCDR Alan C. Hilton	September 1, 2009
LCDR James A. Bunn II	September 1, 2009
LT Andrew P. Halbach	October 7, 2009
LCDR Geoffrey S. Sandorf	December 1, 2009
CAPT Steven R. Barnum	January 1, 2010

On the Horizon

May 4, 2009	Start of A School 114
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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>