

# Commissioned Personnel Center CYBERFLASH



August 21, 2009

## Director's Message

The subject of the last Cyberflash was leadership. I also talked briefly about the NOAA Corps Leadership Development Education initiative. There are seven elements in the Leadership Development Education initiative. These elements are chosen and designed to address the gaps that have been identified to improve officer leadership development, cultivate uniformed service identity, and promote esprit-de-corps. Each element of leadership training focuses specifically on one or two groups of core competencies, while also reinforcing the broader suite of competencies. Element 1 will focus on basic officer training. The purpose of the NOAA Basic Officer Training Course (BOTC) has traditionally been to develop effective sea-going deck officers. While elements of leadership development and uniformed service culture have been an integral part of that training, the need to satisfy the operational requirements of the NOAA fleet has typically driven the curriculum to focus on shipboard operations and has not placed adequate emphasis on introducing officers to the distinctive privileges and responsibilities of being a uniformed commissioned officer. Under this proposal, BOTC is restructured into a four-week training program that strengthens existing leadership coursework that is currently an element of A-School with additional training that is focused on the core competencies found in the "Leading Self" and "Leading Others" categories. Upon completion of the one month program, officers would then begin their technical training in A-School. Separating A-School from BOTC will enable the Corps to establish and reinforce a culture of leadership excellence, engender increased pride in the heritage and history of NOAA and the Corps, and place additional emphasis on the privileges and obligations of wearing the uniform of the United States.

NCSU proposal update: Thank you to the many officers who took time to comment on the recent NOAA Corps Service Uniform proposal. CPC received responses from 83 officers, or roughly 28% of the Corps, of whom approximately 76% opposed the transition as presented. The Uniform and Awards Board (UAB) has reviewed the comments received, and briefed RADM Bailey. The comments provided useful feedback on the proposal and included many excellent suggestions for refinement of the NCSU initiative. Based on the survey results and comments, RADM Bailey has postponed NCSU implementation and has directed the UAB to rework the proposal to address the concerns and suggestions received from the survey. A revised proposal will be presented to the Corps when this work is complete.

A handwritten signature in blue ink, appearing to read "Raymond C. Slagle".

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

## **Announcements**

### **Augmentor Needed on HA**

The Hi'ialakai is in need of an augmenting OOD. The cruise is from 9/17/2009 to 10/21/2009 and from Honolulu, HI to Honolulu, HI. There are NO specific skills (SWO, XO, etc., required) just a watch standing OOD. This is the high tempo Coral Reef assessment cruise.

Opportunities to see Midway atoll, the Northwest Hawaiian Islands, and for divers, possibly a chance to get in the water as well. This is your opportunity to complete your augmentation requirement in the warm sunny waters of the tropical Pacific while visiting one of the largest marine conservation areas in the world.

### **Reminder for Officers in Upcoming Promotion Zones**

Officers being considered for promotion must ensure they have met the training requirements outlined in the NOAA Corps Directives. The "Training" page of the CPC website <http://www.corpscpc.noaa.gov/careermgmt/training.html> has been updated with links to the applicable sections of the Directives. A new "Training for Promotion Worksheet" has also been added to assist officers with tracking completion of required training courses. Officers must also ensure their Medical and Dental exams are up to date. Email certificates for completed courses (including e-learning courses) to CPC at [opffix.cpc@noaa.gov](mailto:opffix.cpc@noaa.gov). Officers must also ensure their Medical and Dental exams are up to date.

### **OER Web Page Updated**

The Officer Evaluation System web page has been updated with additional helpful information. Be sure to check out the "Top Ten Tips for ensuring OERs will clear CPC Review".

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

### **TRICARE Announcement for Drive-time Waivers**

TRICARE Prime beneficiaries who live more than 30 minutes from the military treatment facility where they are enrolled should be on the lookout for a letter from their regional contractor. The letter explains that beginning on October 1, 2009, non-active duty TRICARE Prime beneficiaries in the 50 United States who live more than a 30-minute drive from the MTF where they are enrolled, must waive TRICARE's access-to-care drive-time standards to remain enrolled to that MTF. More information on this subject can be found at this link>

<http://www.tricare.mil/Access-to-Care%20Waiver.pdf>

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### **BILLET OF THE WEEK - Florida Bay Operations Officer Billet #2550.**

The National Marine Fisheries Service (NMFS) Southeast Fisheries Science Center (SEFSC) in Miami, Florida is seeking an interested officer for the Florida Bay Operations Officer Billet #2550. The officer would work as part of a research unit providing support on lab and field

operations. Primary duties include: 1.) unit budget manager, personal property custodian and purchasing agent; 2.) in charge of logistics of field operations on Florida Bay, small boat operator and diver; 3.) participate in an annual cruise on board the NOAA Ship *Nancy Foster*.

The incumbent will support lab personnel in the development of the on-going research. The officer will be working with a very diverse group of NOAA and non-NOAA partners. The position requires some knowledge of biological science and the scientific methods. This position provides an opportunity to participate in the unit's research projects and publish in scientific journals. There are opportunities to pursue an advanced degree at local universities.

For more information regarding this billet, contact LTJG Francisco Fuenmayor at 305-361-4573 or [francisco.fuenmayor@noaa.gov](mailto:francisco.fuenmayor@noaa.gov) or the NMFS Liaison Officer, CAPT Michael Gallagher at 301-713-2239 or [michael.s.gallagher@noaa.gov](mailto:michael.s.gallagher@noaa.gov).

### **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 Leah A. Harman	August 26, 2009
LCDR Alan C. Hilton	September 1, 2009
CAPT John W. Humphrey, Jr.	September 30, 2009
LT Earl M. Spencer	September 30, 2009
ENS Lindsay H. Clovis	December 31, 2009
CAPT Steven R. Barnum	January 1, 2010
LCDR Andrew A. Hall	May 1, 2010
LCDR James A. Bunn, II	June 1, 2010
LCDR Geoffrey S. Sandorf	July 1, 2010

### **On the Horizon**

August 27, 2009	BOTC-A School 114 Graduation, Kings Point, NY
August 31, 2009	Start of BOTC-A School 115, Kings Point, NY
September 15, 2009	Deadline for ENS and LTJG OERs for consideration by October Promotion

	Boards
October 5-9, 2009	Officer Promotion Boards
October 5-30, 2009	D-School/REFTRA, Kings Point, NY
Nov 30-Dec 19, 2009	B-School for BOTC 113, Kings Point, NY
Nov 30-Dec 12, 2009	C-School for BOTC 112, Seattle, WA
Jan 4-23, 2010	B-School for BOTC 114, Session 1, Kings Point, NY
Jan 14-Feb 3, 2010	B-School for BOTC 114, Session 2, Kings Point, NY

**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>