

Commissioned Personnel Center CYBERFLASH



February 18, 2011

Director's Message

NOAA Corps Leadership Development Framework - Leading Self

Core Values & Conduct - NOAA Corps leaders understand the relevance of their Core Values of Honor, Respect and Commitment. They can communicate their meaning; hold peers and subordinates accountable to these organizational merits; and use them to guide performance, conduct and decisions – every day. Leaders show consistency in their words and actions.

What is ethical leadership? The [Center for Ethical Leadership](#) defines ethical leadership as knowing your core values and having the courage to live them in all parts of your life in service of the common good. Core values are a key to ethical conduct. Ethics are standards of conduct that guide decisions and actions, based on core values. Code of ethics is intended to be a central guide and reference for users in support of decision making. How do you make the right ethical decision as a leader or as an individual? Consider the following when making a decision:

Am I doing the right thing;
Am I doing it the right way;
Am I doing it for the right reason; and
Am I using what I learned.

Personal ethics is an inherent part of good leadership. As an officer, you continuously must be aware of your conduct. Misconduct not only provides a negative role model for subordinates, but also has a negative impact on the image of the officer corps and NOAA as a whole.

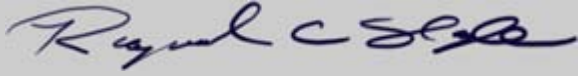
Congratulations to the following officers who were promoted effective February 15, 2011. Job well done!

TO BE LIEUTENANT COMMANDER:

Denise J. Gruccio
Paul W. Kemp
Michael G. Levine
Jeffrey D. Shoup
Hector L. Casanova
Nicole M. Manning
Eric T. Johnson

TO BE LIEUTENANT (JUNIOR GRADE):

Kyle A. Sanders



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

Announcements:

Active Duty Dental Plan ID Cards

By now all NOAA Corps officers should have received their Active Duty Dental Program (ADDP) identification card in the mail. If you have not received your card, you must contact United Concordia directly via telephone 1-866-984-2337 or via secure e-mail ADDPCS@uniformcci.com. All correspondence must include your full name, branch of service, date of birth, and correct mailing address." If you have any additional questions contact CDR Hobson-Powell by phone 301-713-7718 or elizabeth.hobson-powell@noaa.gov

Officer Personnel Board Schedule

The FY 2011 Officer Corps Management Plan is expected to be published soon, CPC will announce promotion zones and selection board dates for this spring once the plan is approved. All officers should take this opportunity to review your Online Personnel Folder and Online Medical Folder to ensure your files are current, and have all required documents. References to promotion requirements can be found here:

- NOAA Corp Directive - [Chapter 1](#), Part 6 - Official Personnel Records Management
- NOAA Corp Directive - [Chapter 4](#) - Career Development and Promotion

Officer Personnel Management Division-Important Announcement

Due to upcoming Board schedules and staffing shortages, effective February 14, 2011, please route all personnel actions to [Mr. Raymond](#) and LTJG [Brian Prestcott](#). All other OPMD staff will be working solely on OPF review. Thank you for your cooperation.

Direct Deposit Payments Schedule Changes

The [Department of Treasury's Financial Management Service \(FMS\)](#) provides payment, collections and financial reporting services to the U. S. Coast Guard, and the NOAA Corps. FMS has recently undertaken a number of modernization efforts. Modernization of Treasury Department payment systems ensures "on time, every time" payment delivery. One of these efforts is called [Payment Application Modernization \(PAM\)](#) which will help FMS process agency payment requests in a more efficient and cost effective manner.

What does this mean for NOAA Corps members? Effective with 15 February pay day, FMS will not release

payments to the Federal Reserve Bank until the evening prior to pay day. This means that most banks will not have your payment posted until the morning of the actual pay day and some of the smaller banks and credit unions may not have monies posted until later in the day.

Norfolk ACO Dining Out

Norfolk ACO chapter inviting all to their Dining Out on the 4th of March. If you will be in the area or would like to travel to join in the festivities, please RSVP at [Cutter Agent](#) by tonight, 18 Feb.

NOFA Sponsoring Upcoming Winter Bowling Event

The NOAA Officers' Family Association is hosting a Winter Bowling Event on Saturday, February 26 at 3:00 PM at the Bethesda Naval Bowling Center (National Naval Medical Center, Building 56, Stokes Road, Bethesda, MD 20889). NOFA will provide the lane fee and rental shoes. Attendees are responsible for their own food and beverage costs. Proper identification is required to access the facility. Please RSVP via the eVite web site or by calling Melissa Ramos, NOFA President, at 757-572-7186.

Upcoming Uniform and Awards Board Meetings

March 7

April 4

May 2

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!

LTJG Harold Emmons	March 31, 2011
LT Laurel Jennings	April 1, 2011
LT Katherine Peet	April 15, 2011
LT Natasha Davis	April 30, 2011
LT Shawn Maddock	May 1, 2011
LTJG James Falkner	May 31, 2011
LCDR Demian Bailey	June 1, 2011
LT Jason Seifert	June 1, 2011
CDR Carl Groeneveld	June 1, 2011
LCDR James Illg	July 1, 2011
CAPT Michael Francisco	August 1, 2011
CAPT Michael Gallagher	August 1, 2011

On the Horizon

March 4, 2011	Norfolk ACO - Dining Out
April 4-29, 2011 (Travel 03 & 30 April)	REFTRA- Kings Point, NY

Please see CPC website for additional information:

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>

Fleet Wiki: <https://www.st.nmfs.noaa.gov/confluence/display/FleetWiki/Home>