

# Commissioned Personnel Center CYBERFLASH



14 September 2012

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## Director's Message

As the fall approaches, many of us have attended back to school nights for our children (or have heard others talking about attending these!). An interesting common theme I have picked up from my visit, and others I've talked to, is the effort to make children accountable and responsible for their own work and behavior, even in the younger grades. The focus is to teach children to admit to their mistakes or failures ("I forgot my homework, I am sorry, what do I need to do to make up for it?"), rather than making excuses or having their parents make excuses for them. Additionally, there is a lot of focus on how to find answers, rather than relying on someone giving them. When you hear, "I don't know what my homework is" or "I don't know how to spell that word" – the teaching moment is in helping the individual brainstorm on where to get that information (for example, call a friend or homework buddy, check the teacher's website, or look for that word spelled somewhere else). It's often hard as a parent to allow this to happen, to not give the easy and quick answer and "do" for your child, but it helps in the overall growth of the individual and is a critical step to maturity.

The same is true in the role of supervisor and as a member of any team. We must all learn to admit our mistakes, take blame and credit where due, work with our peers, subordinates and superiors to find the teaching moments, and hold ourselves and others accountable. Along these lines, I would like to reiterate some of the comments RADM Devany made at the ACO lunch event this week in Silver Spring. Since most of you are stationed elsewhere, I thought it would be beneficial to share his comments on his expectations for NOAA Corps Officers - honoring the oath of office that we took freely and living up to our core values of Honor, Respect and Commitment. As we often hear, officers are held to a higher standard, it is important as we make daily decisions in life that we realize our actions and behavior are always being watched and emulated – personally and professionally (just like a parent!).

A handwritten signature in black ink that reads "Anne K. Lynch".

**CAPT Anne K. Lynch, NOAA  
Director, Commissioned Personnel Center**

## Restrictions to Political Activities

Set forth below is a brief summary of the political activity restrictions for all Executive Branch employees and further restrictions for NOAA Corps Officers. Note that the further restrictions are pursuant to NOAA Corps Directives, Chapter 9 (Complete details are outlined).

All Executive Branch employees are barred from engaging in partisan political activities on Government premises or during duty hours, and they may not use Government resources in connection with such activities. In addition, all employees are subject to restrictions during non-duty hours, including a bar on partisan political fundraising (cannot accept, receive, or solicit political contributions) and there are restrictions on running for political office. NOAA Corps

Officers (as well as career-SES employees) are subject to further restrictions. NOAA Corps Officers may not actively assist in the conduct of a partisan campaign (e.g., campaign management, solicit votes, stuff envelopes, make speeches) or serve as an officer in a political organization, even during non-duty hours. However, during non-duty hours, NOAA Corps Officers (not in uniform and not using Government resources) may actively participate in nonpartisan elections and referenda; regarding partisan candidate campaigns, they may vote, make contributions, sign nominating petitions, and engage in similar activities.

### **Update from MOAA**

Effective July 1, 2012, Captain David H. Peterson, NOAA (Ret) has been appointed by Governor Martin O'Malley to a five-year term on the Maryland Veterans Commission. While serving on the Commission, Captain Peterson will represent the Maryland Council of Chapters of the Military Officers Association of America.

### **No FEAR Act Training**

As a reminder the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) requires Federal agencies to become more vigilant with respect to violations that may occur as a result of antidiscrimination and whistleblower protection laws. To ensure that DOC employees understand the No FEAR Act and other laws that make discrimination and retaliation in the workplace illegal, the Act requires Federal agencies to train their employees every two years. This mandatory training requirement is intended only for Federal employees who, for purposes of the Act, are defined as individuals employed in or under a Federal agency. Both career and political employees fall within this definition of a Federal employee.

DOC employees have until November 2, 2012 to complete the updated 2012 No FEAR Act briefing that is located in the Commerce Learning Center (CLC).

1. Log on to the CLC at <https://doc.learn.com>
2. Under Learning Centers in the top navigation, click on your bureau acronym to arrive at your bureau's Learning Center.
3. Scroll down to Department Required Training and select the "2012 No FEAR Act Briefing."
3. Read the instructions for the briefing, scroll down to the Launch Briefing section, and select "Click here to launch the course..."
4. Advance each slide manually by clicking the circular Advance button at the bottom of the course frame.
5. At the end of the briefing, close the course window and then be sure to click the "Exit" button at the top of the page.
6. Click the "Exit" button to register your completion credit, which is captured on your transcript in the CLC.

### **OFFICERS ARE REQUIRED TO SUBMIT THEIR CERTIFICATES TO THEIR OPF ONLINE.**

Employees experiencing technical difficulties or having trouble getting logged in to the Commerce Learning Center should contact their bureau CLC Administrator

at: [http://www.hr.commerce.gov/s/groups/public/@doc/@cfoasa/@ohrm/documents/content/dev01\\_005766.pdf](http://www.hr.commerce.gov/s/groups/public/@doc/@cfoasa/@ohrm/documents/content/dev01_005766.pdf)

### **Medical Readiness**

Effective January 31, 2012 changes to the Periodic Medical Examination requirements were updated on the CPC Website. Officers were reminded in early February 2012 to review the CPC Website for the changes. As a result of these changes a significant number of NOAA Corps officers do not have a current periodic physical exam on file.

NOAA Corps officers are required to maintain an unrestricted physical and mental readiness for sea, aviation and/or dive duty at all times. Therefore, periodic physical examinations prescribed by NOAA Corps Directives (NCD) 03105 and all medical requirements are not optional and must be met by all NOAA Corps officers regardless of rank or billet.

Officers are responsible for ensuring that all dental and medical exams are complete and include all supporting medical documentation (i.e. lab reports, progress notes, etc.) and are submitted before the required deadline.

In an effort to ensure that NOAA Corps officers have a current periodic physical and dental exam on file officers will receive a one-time system generated notification regarding any deficiencies. Subsequent e-mail notification reminders will be sent to officers 90 days prior to the expiration of your periodic physical exam/dental exam. Officers should use this reminder to schedule appointments accordingly. Medical information must be submitted via mail or Medical OPF online. Please contact CDR Elizabeth Hobson-Powell ([Elizabeth.hobson-powell@noaa.gov](mailto:Elizabeth.hobson-powell@noaa.gov)) regarding any questions or concerns.

### **From the Officer Career Management Division**

This is a reminder that the deadline for sending ENS and LTJG Officer Evaluation Reports (OERs) to CPC is today, September 14th. Anyone submitting an OER after today's deadline must submit a request for extension to [OER.CPC@noaa.gov](mailto:OER.CPC@noaa.gov). This request can be in email format.

BOTC 120 is at the end of their third week of training and sailing aboard [USCG Barque \*Eagle\*](#) on a 14 day training mission. This experience is focused on the importance of teamwork, especially aboard ship. RADM Devany will join BOTC 120 on September 23rd sailing with them from Greenport, NY, to New London, CT.

Thank you to all of those that have already volunteered for the September Career Fairs. With the FY13 ship schedules being finalized we can now start to look at October. The following list of fairs need volunteers to assistance. Please email LT Perry at [noaacorps.recruiting@noaa.gov](mailto:noaacorps.recruiting@noaa.gov) if you would like to help out with any of these career fairs.

<b>Career Fair Location</b>	<b>Date</b>
Tuskegee University	10/4/2012
City College of NY	10/4/2012
College of Charleston	10/9/2012
Norfolk State Univ	10/11/2012
Texas A & M	10/11/2012
SUNY Maritime	10/16/2012
New Jersey Inst. Tech	10/17/2012
Maine Maritime	10/18/2012
Old Dominion Univ	10/23/2012
Univ. of Hawaii Manoa	10/23/2012
Mass Maritime	10/25/2012
Oregon State Univ	10/25/2012
Univ. of New Hampshire	10/25/2012
Univ. California Santa Cruz	10/30/2012

### **In Memoriam**

Sadly, the NOAA Corps has lost a valued and esteemed member of our Service. Retired Rear Admiral Raymond Lewis Speer passed away on July 24, 2012. Rear Admiral Speer was born October 2, 1934 in Flomot, Texas. He graduated from Texas Technological College (now Texas Tech University) with a Bachelor of Science in Civil Engineering. He was appointed as a deck officer in the U.S. Coast and Geodetic Survey on April 20, 1959.

Rear Admiral Speer's first sea assignment was aboard the *Hydrographer*, where he conducted surveys in the Gulf of Mexico and Atlantic Coast with many foreign port call including the Virgin Islands, Jamaica, Columbia and Venezuela.

He served aboard the USC&GS *Surveyor* as an Operations Officer, and was an Executive Officer about the NOAA Ship *Rainier*, and the NOAA Ship *Discoverer*. He assumed command of the NOAA Ship *Discoverer* from 1980-1982.

Admiral Speer was a Relief Commanding Officer and served as the Commanding Officer on NOAA Ships *Davidson*, *Oceanographer*, *Miller Freeman*, *Rainier*, *Fairweather*, *Surveyor*, *Townsend Cromwell* and *Mt. Mitchell*.

During his time on the beach he served as Chief of Party in Photogrammetry and Geodesy and as Officer in Charge, Alaska Damage Surveys providing geodetic control surveys for post 1964 earthquake activities. He attended flight training at Ft. Rucker, Alabama. Later he served as pilot in command on aerial photography assignments in the continental United States, Alaska, Hawaii and Puerto Rico. He held Chief Operations Division positions at both the Pacific and Atlantic Marine Centers, and was the Director, Aircraft Operations Center.

In March of 1991 Raymond L. Speer was appointed to the grade of rear admiral (lower half). He retired March 31, 1992 having served for over 33 years in the NOAA Corps. Throughout his career, RDML Speer was awarded Chief of Party, Aviator and Command at Sea Insignia; as well as over ten Sea Service ribbons, four Unit Citations, a NOAA Corps Achievement Medal and a NOAA Corps Commendation Medal.

### Who To Ask in CPC

A primary mission of the Divisions within CPC is to provide support to the officers who make up NOAA's Commissioned Officer Corps. For assistance with entitlements, PCS, awards, OPFs, medical, retirement, etc. contact the Officer Personnel Management Division (OPMD). For assistance with career counseling, OERs, training, assignments, and recruiting contact the Officer Career Management Division (OCMD). A CPC directory is located on the CPC website [here](#), and a "who to contact" tool is located [here](#).

### Uniform Reminder

Quick note about uniforms (from RADM Devany). If working at HCHB, the uniform is Service Khaki. If visiting Capitol Hill, the uniform is SDBs. In Silver Spring, either ODUs or Service Khaki is acceptable. That said, if there is a meeting with outside agencies or senior NOAA leadership involved, all NOAA Corps officers should be in the same uniform.

### On the Horizon

Officer Assignment Board	20 September 2012
REFTRA 73	7-28 October 2012

### Approved Resignations, Separations, and Retirements

The following officers have approved retirements, resignations, or separations within the **next three months**. Be sure to thank them for their service to NOAA and nation.

RADM Jonathan W. Bailey	01 October 2012
CDR Alexandra R. Von Saunder	01 October 2012
CDR Michael J. Hoshlyk	01 October 2012
LTJG Raul Vasquez del Mercado	01 October 2012
LT Nathan E. Witherly	01 November 2012
ENS Lucas D. Johnson	01 November 2012
LTJG Johannes A. Gebauer	19 November 2012