



Message from the Director, Commissioned Personnel Center

February 21, 2019

Fellow NOAA Corps Officers,

The NOAA Junior Officer Advisory Committee (NJAC) sent out a survey to all 188 junior officers (JOs) of the NOAA Corps (ranks O-1 through O-3) this past June. This survey was designed by NJAC to focus primarily on Work-Life Balance themes brought up in a broader scope NJAC survey of 2016.

Of the 188 JOs, over 66% responded to the survey. NJAC convened a Survey Working Group (SWG) to tackle the large data set and presented preliminary findings to RADM Silah, CDR Rathke, and myself this past September.

The SWG drafted a report that presents a detailed analysis of data from the survey and has asked me to share that report with all NOAA Corps officers. Based on the results, the group identified three major themes that junior officers see as areas in need of improvement to better Work-Life Balance:

- Promote cultural acceptance of rest and provide better organizational means for officers to receive adequate rest.
- Champion continuous improvement of administrative and support services.
- Improve consistency in the application of policies and practices across the organization.

Based on these three themes, the survey results highlighted four steps forward:

- Provide training and recommendations for improving work-life balance to supervisors.
- Provide more specific guidance on the use of liberty.
- Improve the officer Augmentation System and explore the use of rotational assignments.
- Create a pipeline for providing feedback on and improving various administrative services.

OMAO leadership continues to work with NJAC on these important issues.

Very Respectfully,

CAPT Devin Brakob, NOAA

Director, Commissioned Personnel Center