



NEWS

naval meteorology and oceanography

Sept. 24, 2014

Commander's Corner

Naval Oceanography Getting Recognition from the Fleet

By Rear Adm. Tim Gallaudet

Shipmates,

As always, it's an exciting time to be a Naval Oceanographer! If I haven't had the chance to work with you personally, you may not know that I'm an optimist who sees the positive in every circumstance. And right now, amidst shifts in focus that some might view as turbulent, I see opportunity.

Recent changes affirm and emphasize our role as the operational commander in a way that mirrors – and therefore resonates with – the rest of the Navy. A prime example is our designation as Task Group (TG) 80.7. This win can be attributed to all the men and women of Naval Oceanography, who continue to keep our operational mission at the forefront, regardless of other internal and external pressures. For that, I owe you my thanks.



Further, I'm embracing the opportunity to contribute to the commander's weekly update brief at U.S. Fleet Forces (USFF). This brief, attended by flag officers from across the Norfolk fleet concentration area, includes updates by all the USFF type commanders (TYCOMs). I'm excited to explain the depth and breadth of the work you're doing to support our Navy and nation and to report back to you that the worldwide impact of Naval Oceanography is being recognized on a larger scale than ever before.

Here at headquarters, we're preparing for the stand-up of our new TYCOM, the Information Dominance Forces (IDFOR). Naval Oceanography members incorporating into the new organization will hit the ground running and lead the way in those man, train, and equip functions where we've always been held as the gold standard by USFF. The expertise of Naval Oceanography professionals will serve to strengthen both our organizations, and I look forward to the opportunities available by their integration.

I receive almost daily confirmation from the fleet and the Information Dominance Corps of our increased importance in the Navy. The following examples are only a few of the many I could list:

- BZ to AG2 Reilly at the Office of Naval Intelligence for supporting the M/V *Cape Ray* disposal of chemical weapons.
- Two AGs from Fleet Weather Center Mobile Environmental Team awarded Navy Achievement Medals for support during Libya ISR operations.

- Naval Expeditionary Combat Command commander's BZ to Naval Oceanography Operations Command/Naval Oceanography Mine Warfare Center for preps to deploy the mine countermeasures company.
- Vice Adm. Michael Connor's BZ for our UUV operators at the Naval Oceanographic Office and to the Naval Meteorology and Oceanography Command N8 for planning, programming, budgeting, and execution expertise he wants to duplicate.
- The wide range of support from DOD Chief Information Officer and the Intelligence Community for U.S. Naval Observatory's precise time and time interval and astrometry/Earth orientation parameters missions.
- Broad reach of Naval Meteorology and Oceanography Professional Development Center on fleet operations (e.g., more than 58 ARG/CSG/MET teams were trained during Cmdr. Mark Butler's tour).
- Fleet Numerical's enterprise operational modeling (EOM) efforts to provide our classified Continuity of Operations Plan modeling capability.
- BZ from Commander, Naval Forces Korea for *USNS Henson* (T-AGS 63) work off South Korea.

As always, I'm honored to be part of the Naval Oceanography team. Keep up the great work!

From the Deputy/Technical Director

Take Advantage of Annual Performance Evaluation Time

By Dr. William H. Burnett

Dr. Paul Moersdorf, Director of the National Data Buoy Center, came into my office and slumped into the chair across from me. He said, "Well, I guess you want to do your yearly performance evaluation." Actually, I wasn't prepared for the meeting since we hadn't scheduled anything yet, but I said, "Sure." I knew he hated to do these evaluations, and he usually found an excuse to end them early. But he was on my turf, so I closed my office door and sat at the table with him.

On my table sat a sand rock garden, with a little rake and a few rocks. I have had that garden for a number of years and can tell a few other tales about how the garden has been used and abused. As Dr. Moersdorf began to discuss my performance, he picked up the rake and began digging into the garden while talking – all the time not looking at me. As he talked, he kept moving all the sand onto one side of the garden, with sand falling onto the table. My evaluation wasn't that bad, but I could tell he wanted to be anywhere than in my office talking about my performance. By the end of the discussion, all the rocks were bunched up on one side, half the sand was on the table and the garden had large, deep lines scoured into the sand.

Dr. Moersdorf left and a few minutes later Dr. Dick Crout came into my office. He looked at the destroyed rock garden and asked, "What happened?" I looked at him and said, "That is my yearly performance evaluation."

Over the past 25 years of government service, I can say that I have had some bad and unusual performance evaluations. Usually they consist of my supervisor putting a yellow sticky on my evaluation with a note that says, "Sign here." One evaluation consisted of my supervisor saying that I wouldn't amount to much and that I would never get an "outstanding" rating unless I walked on water. I did have some great evaluation meetings where my supervisor and his deputy sat me down for 30 minutes to talk about the good, the bad, and the ugly.



Those were the meetings that I truly appreciated because they gave me a chance to interact and to learn. Those meetings helped me grow as an employee.

We are coming up on our yearly performance evaluations for government employees. I can't stress to supervisors enough that you must take this seriously – in fact, if you are a supervisor then you should know that these evaluations are the most important parts of your job. Some supervisors try to say that they do not need to have a performance evaluation meeting since they talk to their employees all the time. Do not use that as an excuse. Put the meeting on the calendar for 30 minutes; go over the good, the bad, and the ugly for the year, and let the employee talk to you about the performance. Even if you talk all the time, this is the chance to focus the meeting on accomplishments and expectations on both sides of the equation. You should have these meetings with your employees at the beginning of the year (or the end of the year) and during the middle of the performance cycle. If you have more meetings, great! Be sure to document the meeting, agree to the performance and ensure you both leave the meeting with the same understanding. As a supervisor, you won't regret it. As an employee, you'll appreciate it and grow from it. Good luck!

News

FWC-SD Sees Change in Command

Capt. Greg A. Ulses passed command of Fleet Weather Center (FWC) San Diego to Capt. Pete Smith on July 25. The ceremony was held in historic Building 14's courtyard and featured performances by FWC's in-house color guard and choir.

Retired Master Chief Aerographer's Mate Matthew White, former FWC San Diego Command Master Chief, was the guest speaker.

Ulses' next duty station will be PEO C41 San Diego.



Personnel

Reserve AGs Embrace RAMS

Nine Reserve Aerographer's Mates earned their 7412, Navy Enlisted Classification (NEC) code for analyst-forecaster, this spring through the Reserve Aerographer's Mate School (RAMS), the largest number to graduate from RAMS since the mission-critical 7412 training has become available in modules.

The analyst-forecaster qualification is vital to aerographer's mates to train, mobilize, and deploy. The RAMS modules offer an alternative to the Aerographer's Mate Class C-1 course, an eight-month school at Chief of Naval Aviation Technical Training Unit (CNATTU), Keesler Air Force Base, Miss.

RAMS is a three-year segmented learning solution that gives selected reserve AGs the opportunity to meet NEC 7412 requirements and align with the Navy Reserve mission, "Ready Now. Anytime, Anywhere," without having to commit to an eight-month school. It was designed to generate a capable and agile pool of reserve analyst-forecasters with the essential warfighting capabilities and expertise necessary to successfully execute the Naval Oceanography mission. It was developed in cooperation with CNATTU, Naval Reserve Force N7, the Naval Meteorology and Oceanography Command Operations Department, the Naval Meteorology and Oceanography Reserve Program (NMORP) senior leadership and Naval Meteorology and Oceanography Professional Development Center to train to a level of proficiency comparable to the level found at AG C-1 School.

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RAMS relies heavily on distance learning opportunities provided by Navy Knowledge Online; the University Corporation for Atmospheric Research; Cooperative Program for Operational Meteorology, Education and Training (COMET[®]) to provide the foundational knowledge necessary for students to step into the classroom environment prepared to learn. Prospective students are also required to complete all meteorology and oceanography training manuals prior to attending formal classroom training events.

RAMS' modularized training pipeline allows great flexibility in scheduling, based on the demand signal of the NMORP.

Students of this year's graduating class said the compressed offerings and opportunities for attending back-to-back modules keeps the information fresh and improves the transfer of learning to skill in a pseudo-operational, classroom environment.

Said Aerographer's Mate 2nd Class John Randall who drills at Navy Operations Support Center, Plainville, Conn., "For an AG who does not drill with a naval meteorology and oceanography reserve activity, I needed RAMS to help me return to working as an AG. I am a weather geek who enjoys serving the greatest Navy on the planet; RAMS has given me the opportunity to further my career and begin working on watch floor forecasting qualifications."



Nine reserve AGs earned their 7412 qualification this year through the Reserve Aerographer's Mate School (RAMS).

Items of Interest

Fleet Numerical Personnel Volunteer in 'Stand Down'

The Monterey Stand Down is a "Veterans serving Veterans" event that happens every two years in Monterey County, Calif. Manned entirely by volunteers and funded by donations from local sponsors, it is dedicated to giving back to those service members who have fallen on hard times.

From July 31 through Aug. 3, 22 members of the Fleet Numerical Meteorology and Oceanography Center family helped the 500 other local volunteers to make the event happen in order to give a helping hand to local homeless veterans.

"It was an honor and a privilege to serve our nation's heroes. To stand there side-by-side lending a hand to our brothers and sisters, was absolutely amazing. Fleet Numerical's involvement serves to highlight the dedication and commitment this team has to our local community and its homeless veterans. I applaud their efforts to make this event a success," said Capt. John Okon, Fleet Numerical commanding officer.

Services available to all veterans included medical, legal, housing, job, education and life skills support.

Fleet Weather Center-Norfolk Sailors Honored for Hurricane Preparedness

By Ensign Jeff Morehead

Rear Adm. Dan Cloyd, U.S. Fleet Forces Command Director of Maritime Operations, visited Fleet Weather Center-Norfolk on July 2 to present awards to Naval Oceanography personnel for their performances during the annual hurricane preparedness exercise, HURREX/Citadel Gale 2014.

Commander, Navy Installations Command (CNIC) and U.S. Fleet Forces Command jointly conducted the exercise from May 5 to May 15. HURREX/Citadel Gale prepares the Navy to respond to weather threats to U.S. coastal regions and to maintain the ability to deploy forces even under the most adverse weather conditions.

Lt. Lauren Aepli was awarded a Navy Achievement Medal for her work converting historical storms from National Hurricane Center archives to Navy data sets in order to meet desired forecast impacts for CNIC assets. Aerographer's Mate 2nd Class Laura Hughes received a Flag Letter of Commendation.

Vice Chief Meets With Idaho-based Veterans Foundation

Wyakin Warrior Foundation established and operated by former Navy oceanographers

Vice Chief of Naval Operations Adm. Michelle Howard met with staff, veterans, and volunteers of the Wyakin Warrior Foundation during a visit to Boise State University's Veteran Services Office on Sept. 10.

The Idaho-based non-profit, co-founded by cartoonist and retired naval oceanographer, Capt. Jeff Bacon, provides educational and professional development opportunities to help severely wounded or injured post 9/11 veterans transition into successful civilian careers.

Board members, staff, and key volunteers within the organization involve other names tied to naval oceanography. These include Todd Monroe, Roy Ledesma, Steve Rutherford, Andy Kraft, Mike Kuypers, Dave Ford, Eric Windell, Chuck Yengst, Jeff Best, and Bob Kendall.

"Our mission is to enable severely wounded and injured veterans achieve personal and professional success as business and community leaders," said Wyakin executive director Todd Monroe. "We're a young organization with a good approach that has so far batted a thousand for graduations and job placement of those graduates. The USO is a major partner and has labelled us 'best in class' and encouraged us to replicate the model and expand to other geographic areas such as San Diego."

Bacon, his wife Rebecca and State Senator (and Navy veteran) Marv Hagedorn established the Wyakin Warrior foundation in 2010. The organization takes its name from Native American legend about a spiritual guide that advises and protects a person throughout his or her life journey.

"Veterans who have served and sacrificed for their country want to contribute and succeed in their chosen civilian professions," Bacon said. "Many of them need assistance in completing their education and setting and achieving personal and professional goals."

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Through the foundation's Wyakin Academy, the student veterans attend two- or four-year colleges and universities as dictated by their career goals. Enrollees work on community service projects while still in school and attend professional development seminars and networking opportunities provided by leaders from industry, community, and government sectors.

Each student veteran is assigned up to five mentors with varying roles and responsibilities, who provide assistance, encouragement, professional advice, networking, and camaraderie throughout the process.

"Our warriors are traveling their own very unique journeys, which require a flexible approach. Our multi-faceted mentoring enables that flexibility and underpins all aspects of the program," said Monroe.

The program which started with five veterans in August 2011, today includes 26 students and five graduate alumni. After graduation and job placement assistance, the organization conducts annual, proactive follow up to monitor physical, emotional and professional status and offer the organization's services if needed.

"Our alumni are Wyakin Warriors for life," said Roy Ledesma who directs the Wyakin Academy in Boise. "Our hope is that they will continue to give back and be role models to other veterans through mentoring or other forms of community service, highlighting their strengths over their struggles."



Vice Chief of Naval Operations Adm. Michelle Howard (center) meets with staff and volunteers of Wyakin Warriors.

Command Spotlight: Fleet Survey Team

Fleet Survey Team (FST) is a specially trained team, employing 65 military and civilian personnel. Deploying globally, FST conducts hydrographic surveys and related environmental assessments to enable safe and effective maritime navigation and access to the littorals for Naval and Joint Forces. FST was established in 2005 as an Echelon V command.

Using organic survey platforms, FST provides littoral hydrographic support to enable safe navigation to a wide variety of combatant commander (CCDR) missions. The team collects and processes data on scene in order to provide timely products to the warfighter, including the best possible graphic depiction of potential hazards to navigation.

Teams operate nine-meter hydrographic survey vessels to execute International Hydrographic Organization (IHO) quality navigation surveys to produce on-scene field charts and to update nautical charts. Teams actively engage with host nation counterparts promoting theater security cooperation and building upon long-standing international hydrographic agreements.

Expeditionary Survey Vehicles (ESVs) deploy to provide an immediate navigational tactical decision aid to on-scene commanders. They support safe ship-to-shore force movements by surveying from the 10 meter contour to the beach.

FST maintains a team of 96-hour globally deployable hydrographers to conduct swift navigation check-surveys in support of humanitarian aid / disaster relief efforts or other emergent tasking.

FST members played significant roles in charting areas affected by natural disasters such as the south Asia tsunami of 2004; hurricanes Katrina, Rita, Gustav, and Ike in the Gulf of Mexico; the Haiti earthquake relief effort in 2010; and hurricane Sandy in New York in 2012. Teams have also contributed to missions to locate a suspected U.S. World War II submarine and recently crashed planes in the Philippines and Adriatic Sea.

Most FST members are trained through International Hydrographic Science Category A and B accredited programs, which host both U.S. and international hydrographers. They provide excellent opportunities to learn hydrography and foster lasting international relationships.

Mr. Charles Baptiste



Mr. Charles Baptiste, the Operations Department Head, directs the administration and overall execution of FST's survey operations. He directly supervises 30 civilian and military personnel and is charged with deploying survey teams globally to execute fleet/COCOM hydrographic requirements leveraging FST's five hydrographic survey vessels, six expeditionary survey vehicles, and one fly away kit. Using his 24 years of hydrographic experience spanning from the Naval Oceanographic Office's Ocean Survey & Hydrographic Cooperation Programs and now with FST, he ensures that deploying survey teams are fully manned, trained, equipped, ready, and able to execute all assigned missions. In 2014, his teams will successfully complete nine safety of navigation surveys and six expeditionary surveys. Baptiste continues to deploy overseas as a Hydrographer-in-Charge leading survey teams. He thoroughly enjoys working with host nation counterparts and says that "hydrography is the same concept

throughout other countries, different equipment but the same concept."

AG2 (IDW) Avery Ulmer

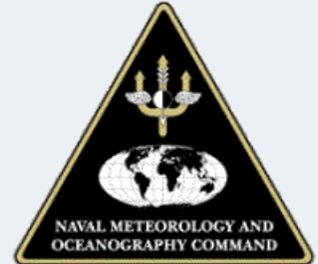
After graduating C-School and checking onboard the Fleet Survey Team in June 2013, Aerographer's Mate 2nd Class (IDW) Avery Ulmer has charged through his qualifications as a boat coxswain and survey technician. Now as assistant leading petty officer for Boat Division 8, he leads four Sailors in operating and maintaining a \$1 million worth of hydrographic equipment, including one survey vessel, two expeditionary survey vehicles, and associated survey equipment. He has proven himself an invaluable asset on safety of navigation surveys in San Vicente, Philippines, and Puerto Castilla, Honduras. His ability to safely navigate survey vessels in adverse conditions, troubleshoot and repair boat engines and air conditioning systems, and effectively employ survey equipment greatly contributed to the success of the missions. AG2 Ulmer serves the Stennis and local civilian communities as the FST Combined Federal Campaign and MWR representative and also volunteers as the assistant coach for a local Amateur Athletic Union boys basketball team. Ulmer's contributions have greatly contributed to FST's operational capability and training programs and positively impacted command success.



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