



Commissioned Personnel Center CYBERFLASH

Edition:
February 20, 2026

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Message from the Director

Good afternoon, NOAA Corps!

I'm pleased to pass the pen this week to Vice Admiral Nancy Hann as she enters retirement after 27 years of highly impactful service to NOAA and the Nation. I am most grateful that she agreed to share some parting thoughts with us as she moves on to life beyond the NOAA Corps.

Fair winds and following seas, Admiral!

All the Best,



Captain Ryan Wattam, NOAA
Director, Commissioned Personnel Center

Fellow NOAA Corps Officers,

Keeping with what are two of the most indelible characteristics of a NOAA Corps Officer, I met the opportunity to have the pen on this Cyberflash with an enthusiastic "yes", and then the thought "what did I just agree to do". Reflecting on the past three decades is surreal. As you all know, the years we spend in uniform are not limited to working hours or duties; they include milestone moments in life, experiences that have shaped our character, tested our mettle, and formed bonds we will forever cherish. Diving in a submersible to the bottom of the ocean. Reading the weather as we plotted our aircraft's track into a hurricane. Fishing in the Bering Sea. Flying uncrewed aircraft in Antarctica. Diving in zero visibility with ripping currents in the San Francisco harbor. Pouring cement underwater to erect a Coral Reef Early Warning System. The fond memories of things I never imagined I would experience seem to be infinite.

I have been asked several times as I close my career what advice I would give to others. Officers just starting their careers; officers in the senior phase of their careers; and those considering a career in the NOAA Corps. It is not the details of those experiences that I find most impactful to share. It is the lessons I learned through a career, and largely a life, in service. I share these for you to consider and apply, if helpful, to your journey.

Play to strengths. Early in my career I focused on weaknesses. Things I needed to improve. I rarely focused on strengths. In the quest to improve I thought about how I could sharpen the things I was not good at doing. I was fortunate to have mentors who taught me to flip the script. Figure out what you are good at and find ways to play those strengths. It turns out that spending time developing and exercising what you are good at is powerful. You become more effective, you

On the Horizon

26 Feb 2026	BOTC 147 Billet Night
4 Mar 2026	Command Advisory Board
2 Apr 2026	BOTC 147 Graduation
8 Apr 2026	Officer Assignment Board

Approved Resignations, Separations and Retirements

VADM Nancy Hann	01 Mar 2026 Terminal Leave: 22 Dec 2025
CAPT Kurt Zegowitz	01 Mar 2026
RDML Benjamin Evans	01 Apr 2026 Terminal Leave: 16 Jan 2026
CDR Stephen Barry	01 Apr 2026
CDR Elizabeth Mackie	01 Apr 2026 Terminal Leave: 16 Jan 2026
CDR Lecia Salerno	01 Apr 2026
CAPT Sarah Duncan	01 May 2026
LT Carly Robbins	01 May 2026
CAPT Marc Moser	01 Jun 2026 Terminal Leave: 02 Apr 2026
CDR Jonathan Heesch	01 Jun 2026
LCDR Adam Pfundt	01 Jun 2026
LTJG Connor Healy	01 Jun 2026
LTJG Justin Weeks	15 Jun 2026
LCDR Benjamin VanDine	30 Jun 2026

enjoy what you are doing, you are motivated to excel, and you see the good. When I flipped the way I approached my performance and service, I started seeing others differently. I had a new appreciation for others- their strengths, their differences, their point of view. Lead with appreciation for yourself and others.

Be authentic. As many of us have, I spent quite a bit of my career trying to figure out who I was supposed to be. What I was supposed to say. How I was supposed to act. The most powerful lesson I learned was to be myself. In the words of Oscar Wilde "be yourself; everyone else is already taken". The most effective and impactful person in service was the version authentic to who I am, what I believe in, and how I best perform. This realization not only accelerated the ways I served, it freed others. They were empowered to show up as they were. Yes, we commit and adhere to policies, laws and customs in uniform. We are connected by our commitment to serve. And each of us showing up as ourselves empowers and elevates the collective.

Find your why. We are tested many times in our career. As officers, it is our charge to learn quickly, make informed decisions, and execute tasks. Early in our careers, we grow as we learn to land aircraft, dock ships, and make smart decisions in the operational environment. We learn the ins and outs of managing a budget, navigating personnel systems, and facilitating contracts. At some point in this process, our character will be tested. I mean really tested. And you will have to rely on your why. Why did you choose to serve in uniform? Why did you choose to serve in the NOAA Corps? Why did you make the sacrifices you did and chose this path over all others? Each of us has our why- the deep-rooted belief in the importance of what we do and how we do it. My why is simple. It is each of you. You also chose this path and show up every day to serve the nation. And every decision, action, initiative, and priority I pursued needed to be in alignment with providing you the environment, tools, and opportunities you each needed to serve. When pushed, I always asked myself what decision or action best supported my why. I can attest that knowing and leading with your why will guide you through trying times. It will give you strength, resilience, and energy when you need it most in quantities you didn't know possible.

I would like to close by sharing the words I used at the end of my speech today at my retirement ceremony. To my fellow shipmates in the NOAA Corps, I can think of no better way to serve our country than alongside all of you. Honor, respect, commitment. Uncompromising integrity, dignity for all individuals, and dedicated service to the nation. That is who we are. I will continue to serve in my new capacity as a retired officer, doing anything I can to support you and the mission.

Thank you for an amazing ride. Take care of yourself and each other. I cannot wait to see where you all take this incredible organization! The future of the NOAA Corps is bright because of you!

Very respectfully,
Nancy

In Memoriam: Captain Charles Yale Molyneaux Jr., NOAA (Ret.) - May 19, 1941 - February 2, 2026

It is with sadness that we announce the passing of Captain Charles "Chuck" Yale Molyneaux Jr., NOAA (Ret.), who passed away February 2, 2026, at the age of 84.

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Captain Charles "Chuck" Yale Molyneaux Jr., NOAA (Ret.)

Originally from Bardstown, Kentucky, CAPT Molyneaux received his Bachelor's of Science in civil engineering from the University of Kentucky in May 1964, and a Master's of Science degree in Microcomputer Applications in Management from Nova University in Fort Lauderdale, FL. A registered civil engineer in Kentucky and Louisiana, he enlisted in the U.S. Army Reserve in 1966, and was later transferred to the Environmental Science Services Administration's Commissioned Officer Corps in June 1966, the NOAA Corps predecessor.

He served for 28 years, served about four NOAA ships, and on September 5, 1990 assumed command of the NOAA Ship *Malcom Baldrige* (formerly NOAA ship *Researcher*). In 1990, this was the largest of the 18 active ships in NOAA's fleet. His land assignments had him traveling the world as Chief of the Satellite Geodetic Survey Field team, assistant to the director of the NOAA Pacific Marine Center in Seattle, liaison to the U.S. Naval Oceanographic Office in Bay St. Louis, LA, associate director of the Atlantic Oceanographic and Meteorological Laboratory (AOML) in Miami and as executive officer of the Office of Oceanography and Marine Assessment in Rockville, MD.

Retiring from NOAA Corps in 1994, he spent his time sailing the East Coast and Caribbean Sea, and settled in Charleston, SC with his wife, Joni, until his death. He is survived by his wife, Joan Marie Murray Molyneaux; his sister, Julia Molyneaux Wilson (Guthrie), seven nieces and nephews; and six great-nieces and nephews. Inurnment will be in Bardstown Cemetery in May 2026.

We honor and remember CAPT Molyneaux, for his life and service. We have the watch.

IST - Welcome Aboard LCDR Guy Bohanon!

On Monday, February 16th, LCDR Guy Bohanon took the Oath of Office at the NOAA Aircraft Operations Center (AOC) in Lakeland, FL. He will be serving as a Pilot on the WP-3D Orion aircraft. LCDR Bohanon joins us after over 10 years of service in the US Navy where he served as an EP-3 Reconnaissance Aircraft Commander and Mission Commander. Originally from Georgetown, TX, Guy graduated from Texas Tech University with a Bachelor of Arts in Mathematics in 2013. During his time with the USN, Guy did multiple deployments to INDOPACOM, CENTCOM, and EUCOM, where he flew and supported Electronic Warfare and Intelligence, Surveillance and Reconnaissance missions. Following his flying tours, Guy completed an operational shore tour at VUP-19 where he served as an Instructor Air Vehicle Pilot and Mission Commander in the MQ-4C Triton, before completing his Naval service as an Instructor Air Vehicle Pilot for the MQ-25. Guy is super excited for the opportunity to continue to serve, return to flying, and become a part of the NOAA Corps team. Welcome Aboard LCDR Bohanon!



BOTC 147 Student Update

[Written by BOTC 147 Officer Candidates]

BOTC 147 concluded an exceptional final week of the Leading Self Phase and has now formally transitioned into the Leading Teams and Others Phase of the program. Thank you to RADM Cary, OCS 2-26/BOTC 147's class co-sponsor, for taking the time to visit and meet with both OCS and BOTC to discuss leadership, the future of the NOAA Corps and its newest assets, and the importance of inter-agency partnerships. Effective Friday the 13th, BOTC 147 and



Photo Credit: LTJG John Crowley, USCG

their classmates were finally granted the privilege of consuming coffee. The past two weeks have been quite eventful, with activities including simulator familiarization at USMRC and a visit to the Bradley International Airport Air Traffic Control Tower and Terminal Radar Approach Control (Y90). Billet Night is rapidly approaching (February 26th) and BOTC 147 is generating significant anticipation regarding final assignments.

Live videos of Billet Night will be accessible via:

<https://www.youtube.com/@uscoastguardofficercandida2304>

<https://www.facebook.com/USCG.LDC>

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Photo Credit: Staff Support Specialist, Yankee TRACON (Y90)



Photo Credit: OC Alexandra Strelkow, NOAA

National ACO Annual Junior Officer of the Year, Science, and Engineering awards

The National Association of Commissioned Officers (ACO) administers the annual Junior Officer of the Year (ACIJ), Science (ACOS), and Engineering (ACOE) awards. Through these awards, the ACO recognizes the wide range of accomplishments and contributions of NOAA's uniformed personnel, and encourages all commands to consider nominating officers for these honors.

The National ACO will review all calendar year 2026 nominations and select the awardees. The ACIJ award winner's name will be submitted to the Reserve Officers Association as the ACO selection, and the individual will be honored at this year's NOAA Corps Dining Out. Nominations for all ACO awards are due by May 1, 2025.

Who is Eligible?

- Officers in the ranks of Ensign through Lieutenant (O-1 to O-3) are eligible for nomination for the ACIJ award.
- Any officer may be nominated for ACOS and ACOE awards.

Who can nominate an officer?

- For ACIJ, any supervisor (not limited to immediate supervisor) under whom the nominee is serving, or any NOAA Corps officer senior in rank to the nominee.
- For ACOS and ACOE, any commissioned officer, or any supervisor under whom the officer is serving.
- More than one nomination may be made by each supervisor or senior officer.

How do I nominate someone?

- Each nomination must be at least two pages.
- First page: Cover memo addressed to the National ACO containing the nominees:
 - Officer's name;
 - Officer's grade;
 - Officer's duty title; and
 - Job description of the nominated officer.
- The second and any following page(s) shall be the personal comments of the nominating supervisor or officer, which reflect the basis for the nomination.
- Nominations must be submitted to NOAACorpsDCACO@gmail.com, by **COB Thursday, 30 April 2026**.
 - In the nomination email please ensure supporting files are attached in .PDF format.
 - mail Subject line should be "Junior Officer of the Year Nomination," "Science Award," or "Engineering Award," as appropriate.

Junior officers with civilian supervisors are encouraged to forward them this information. For more information on the awards, please refer to the [NOAA Corps Directives](#): Chapter 12, Part 7 - Awards, 12704 - Unit Awards and Non-Military Decorations.

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National ACO Scholarships

The Executive Committee of National ACO Scholarships, Inc. is issuing its annual call to high school seniors and college undergrads for applications for scholarship awards for the 2026/2027 academic year. The [application form is available here](#), with [instructions here](#). These links and other information are also available on the [National ACO Scholarships](#) page. Applications are due by **1700 IST on April 15, 2026**.

For questions or issues about the form, or more information, please contact the Executive Committee of National ACO Scholarships at NationalACOScholarships@gmail.com.

Retirement changes your TRICARE coverage: Learn what to do if you're retiring in 2026

Are you getting ready to retire from active duty? There are steps you must take to ensure your TRICARE coverage continues as you transition to civilian life. "*Your TRICARE coverage doesn't automatically continue when you retire,*" said Zelly Zim, senior program analyst, TRICARE Health Plan Policy & Programs Division at the Defense Health Agency. "*You must take action to keep your TRICARE coverage for yourself and any eligible family members.*"

Click [here](#) to learn more.

Opportunity: Serve as a NOAA Liaison to the DHS National Operations Center

The NOAA Office of Emergency Management (OEM) is seeking motivated professionals to serve as Backup Watch Standers at the Department of Homeland Security (DHS) National Operations Center (NOC) in Washington, DC.

This is a high-visibility role within the [Office of Homeland Security Situational Awareness](#) (OSA). You will serve as the bridge between NOAA's scientific expertise and the national security apparatus, ensuring leadership has the environmental intelligence needed during crises.

As a NOAA representative at the NOC, you provide the critical "environmental lens" for national-level incidents, ranging from natural disasters to human-made hazards. Your briefings will directly inform federal, state, and local response efforts.

Candidate Profile

We are looking for individuals who can translate complex data into actionable intelligence.

- **Expertise:** Solid background in weather, climate, or environmental science.
- **Knowledge:** A broad understanding of NOAA's diverse capabilities and service lines.

- **Experience:** Current GS-12 or equivalent preferred. (High-performing individuals at lower grades are encouraged to apply with a strong supervisory recommendation).
- **Skills:** Exceptional ability to synthesize multi-source information and brief senior executives under pressure.

Requirements & Commitment

- **Schedule:** Two days per month on-watch.
- **Availability:** Must be available for 24/7 support during periods of heightened security or national emergencies.
- **Clearance:** Must hold or be eligible for a **Secret** clearance. *Current Top Secret/SCI is a significant plus.*

How to Apply

If you are ready to expand your professional horizon and support a vital national mission, please contact:

- **Regis Walter:** 240-380-0538 regis.walter@noaa.gov
- **CDR Michael Doig:** 301-635-9711 pem.director@noaa.gov

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