

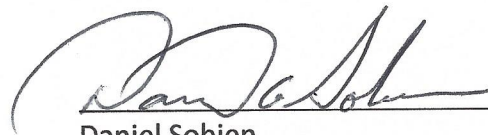
MEMORANDUM OF UNDERSTANDING
National Weather Service (NWS)
And
National Weather Service Employee Organization (NWSEO)
GS 5-12 Meteorologist Progression Program

This Memorandum of Understanding (MOU) memorializes the agreement between NWS and NWSEO regarding the implementation of the GS 5-12 Meteorologist Progression Program. The agreement will go into effect in accordance with the provisions of 5 USC 7114 (c). The GS 5-12 Meteorologist Progression Program will be implemented as outlined in the attached July 2018 Management Proposal, supplemented and amended by the attached March 25 2019 Settlement Agreement.

Mary Erickson
NWS Deputy Assistant Administrator

3/26/19

Date



Daniel Sobien
NWSEO President

3/26/19

Date

Meteorologist, GS-5/12
Career Progression Program
Management Proposal
July 2018

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Introduction

Management will implement a GS-5/12 non-competitive, competency based career path for all current and future GS-5/7/9/11/12 Meteorologists at National Weather Service (NWS) Weather Forecast Offices (WFO), and for applicable operational meteorologist positions at the National Centers for Environmental Predictions' (NCEP) Weather Prediction Center (WPC) and National Hurricane Center (NHC).

This initiative allows NWS to effectively capture the talent of current Meteorologist Interns and future Meteorologists while meeting the changing Impact Based Decision Support Service (IDSS) needs of our core customers and partners more efficiently. The plan acknowledges the education, training, and skill sets of Meteorologist Interns by removing the word "Intern" from their position title. It provides a career path for all current and future Meteorologists to reach the full performance potential of GS-12 without having to bid on Journeyman Forecaster vacancies or move to a new location. Meteorologists at lower grade levels will not be restricted to public service desk duties. They will become fully integrated into all aspects of the operational forecast team in a streamlined and expedited manner by progressing into the same work unit as other General Forecasters at every WFO. All GS-5/12 Meteorologists will complete operational duties, IDSS, data collection, public service and climate duties, as well as other duties as assigned.

Rationale

Supports vision to Evolve NWS to build a Weather-Ready Nation.

Impact Based Decision Support Services connect our forecasts and warnings to decision makers at the local, state, and federal levels and allow our experts to provide actionable information beyond legacy forecasts and warnings. Every office has an unmet demand for IDSS that continues to increase over time. The GS-5/12 Career Progression Program builds the workforce that we need to deliver critical IDSS services and ensures that our Meteorologists have the required competencies, training and experience to meet our future needs.

An essential component for field unlocks of staff time.

The GS-5/12 Career Progression Program ensures that all meteorologists are able to meet growing needs such as IDSS demands and new forecasting techniques, while continuing to maintain high standards in data acquisition, quality control, climate data and products, and public service responsibilities. This program promotes a team approach to prioritizing and completing all operational duties. All GS-5/12

Meteorologists will become a part of the same work unit. This provides increased staffing flexibility that will unlock staff time for:

- Meeting increased demands of IDSS workload at every WFO.
- Improving participation in meetings and exercises with our core customers and partners.
- Improving engagement with local decision makers to understand their risk thresholds and decision points.
- Ensuring we are meeting customer needs for weather, water and climate information. In other words, building a Weather-Ready Nation.

Benefits the Agency and Meteorologists

This program provides staffing flexibilities that promote an “all hands on deck” approach to IDSS and high impact weather events. It will reduce periods of vacant positions by reducing the number of recruitment and hiring actions. Meteorologists, in the early stages of their career, will be empowered to gain experience in all skill areas important to the evolving nature of the NWS mission. Clear expectations for career advancement will promote consistency in training and experiential opportunities for early career meteorologists.

This plan will advance GS-5/12 meteorologists who demonstrate proficiency of core competencies linked to a promotion assessment, ensuring each employee is able to contribute at the level expected. This non-competitive, competency based career promotion program aligns with other government agencies: WFMO reports that GS-5/12 progressions are common elsewhere in federal government and RFC hydrologists currently follow a similar progression.

Implementation

Management will implement the GS-5/12 Career Progression Program in two phases. Activities associated with the first phase of implementation will occur within Q1 FY2019 and include the following:

1. A single career progression is implemented that combines the Meteorologist (Intern) and Journeyman Meteorologist position into one “Meteorologist” position at grades GS-5/7/9/11/12. Accordingly, all Meteorologist (Interns) and Journeyman Meteorologists at WFO’s and NCEP’s NHC and WPC will be realigned, via submission of a Personnel Action Request in HR Connect, to a new Meteorologist position description at the same grade level currently held. The realignment personnel actions will not change the employee’s grade level (unless they are due a promotion on the date of the realignment action and the promotion action has been submitted through HR Connect for processing).

2. Current Meteorologist (Interns) will be grandfathered into the program. When Meteorologist (Interns) are realigned to the new position description, they will have noncompetitive promotion potential to the GS-12 level. In addition, the parenthetical title, "Intern", will no longer be assigned to the position.
3. All new vacancy announcements will specify the full promotion potential to the GS-12 level and include language that clearly communicates program expectations and the application of a competency model for promotion between grades.
4. Supervisors will use the Competency Assessment Tool to assess promotion readiness of all eligible GS-11 Meteorologists. In addition, supervisors will prepare and submit the personnel action to promote in the HR Connect System. See **Initial Promotion Process at Implementation** below for additional information.

NOTE: All Meteorologists covered by the career progression program are expected to progress through the career ladder up to the GS-12 grade level. However, promotions are not automatic. Meteorologists at the GS-11 level that meet the conditions described in the assessment process (below) will be considered for promotion to the GS-12 level based on the new competency model. Supervisory determinations to promote will be based on employees meeting all the conditions outlined in the Promotion Assessment Process.

5. Meteorologists at the GS-11 level that do not meet time in grade requirements at the time of implementation will be assessed for promotion when the conditions described in the assessment process (below) are met.
6. Meteorologists at the GS-5, 7 and 9 levels will be promoted based on existing practice until the competency assessment tool has been completed to cover these grade levels.
7. Regional Directors and the NCEP Director will assign a designee at Regional Headquarters or applicable NCEP Center to work with CFO2 to review promotion assessments on a quarterly basis during the first year of implementation to ensure the process is conducted in a fair and timely manner. After the first year, reviews will be conducted on an as needed basis. The designee will also serve as the point of contact for final review and concurrence/non-concurrence of any decision to not promote an employee.

8. A "Whole Office Concept" will be used to provide forecasters earlier and more frequent opportunities to gain applied knowledge and experience in areas of interest. Whether they are interested in building relationships with our core partners first hand, or participating in cutting edge national research-to-operations prototypes, NWS benefits by ensuring that any WFO can put its best team forward to provide the best science that directly benefits our partners and the public safety at large.

As part of the Whole Office Concept, all GS-5/12 Meteorologists will become a part of the same work unit. The combined unit will provide greater staff flexibility that will allow NWS to meet increasing partner demands for IDSS at every WFO. This demand includes the provision of both remote and in-person high impact event decision support as requested by our partners that will lead to more proactive and timely decisions saving lives; greater and more frequent participation in meetings and exercises that will result in a better understanding of community risk thresholds and decision points; robust participation in practice exercises and drills that will ensure our life saving capabilities are optimized across all weather, water, and climate threats. Additionally, the combined units will increase the ability of each WFO to integrate new observational and predictive datasets that will improve local mesoscale weather forecasting techniques and flood water inundation predictions especially in the first 18-36 hours.

Management understands that shift schedule decisions are made at the local level. This practice will continue upon implementation of the GS-5/12 progression plan, but there will no longer be separate Meteorologist Intern and Journey Meteorologist rotations with separate duties. Management will provide the work requirements to develop schedule rotations designed to meet the demands of all operational duties, such as forecasts and warnings, IDSS, data acquisition, upper air launches, climate products, public service, and radar interpretation and warnings. The schedule rotations should allow for flexibility in staffing to meet the changing requirements of IDSS and allow for surge staffing during high impact weather and IDSS events.

9. Meteorologists in Charge (MIC) will supervise all meteorologists at the Weather Forecast Office (WFO). This will include meteorologists at the GS-5 and GS-7 levels. The remaining Data Acquisition Program Managers (DAPM) will continue to supervise GS-5/7 Meteorologists at applicable WFO's. If a DAPM position is vacated, the MIC will supervise GS-5/7 Meteorologists.

The second phase is expected to be effective in Q1 2020 and includes the following activity:

1. When the Competency Assessment Tool is completed for the GS-5/7/9 grade levels, employees at the GS-5/7/9 levels will be assessed for promotion when the conditions described in the assessment process (below) are met.

Competency Model and Training Program

A GS-1340-5/12 competency model will be implemented. It consists of five dimensions and 15 competencies specific to NWS Meteorologist positions at WFO's and NCEP's NHC and WPC. (See attached GS-5/12 Career Progression Program Dimensions and Competencies). NWS will provide covered Meteorologists with training and experience for each required dimension and competency.

Training and experience will be aligned with the competency model. Each dimension and competency will be supported by training, utilizing a continuous learning approach, to include web-based modules, live and recorded webinars, simulations, forecast challenges, seasonal readiness training, on-the-job experience, etc. Management will ensure that meteorologists can effectively complete the training required for each grade in a period of one year. While it is important that NWS create an approach to train each and every competency, it is understood that due to unforeseen circumstances, some training may not be offered each year. Consequently, the assessment to promote or not promote at each grade can draw on formal or on-the-job training, specialized experience, demonstration of abilities/skills, work examples, or skills assessments.

Competency Assessment Tool

A competency assessment tool will be used across all offices to assess promotion readiness of Meteorologists in the Career Progression Program. The tool will be flexible in that it allows for various methods to exhibit and assess competence. The tool will be integrated into the Commerce Learning Center (CLC) which is used by the NWS to track all employee training. Further, the assessment process will be rigorous and consistent across offices to ensure employees exhibit the appropriate level of competence for each dimension.

The assessment tool will be available to assess the readiness of GS-11 Meteorologists for promotion to the GS-12 level at phase one of implementation. The tool will be available to assess promotion readiness to the GS-7/9/11 level in phase two. MIC's, Supervisors (at National Centers), or DAPM's (if applicable) will use the Competency Assessment Tool to assess how a meteorologist performs in the operational environment.

Pre-Implementation Roll-out Training

Three training modules will be developed to ensure all covered GS-5/12 Meteorologists as well as supervisors/managers and co-workers understand how the GS-5/12 Competency Assessment Process will proceed. The modules will consist of recorded webinar training available on the CLC. One overview module will be released for the entire NWS Organization explaining the GS-5/12 promotion and assessment process. This module will include the history of the program, the benefits and impacts to the operational unit, an overview of the Dimensions/Competencies and where to go on the Insider page for the latest information. Two more in-depth modules will also be released. One module will be specifically geared for GS-5/12 Meteorologists and Lead Meteorologists. The second module will be geared for all MIC's/DAPM's/WCM's/SOO's as well as Regional/National Center (NC) supervisors and managers.

The module for GS-5/12 Meteorologists and Lead Meteorologists will include the benefits of the program to the stakeholders, the impact on office operations, the process for providing input to the management team conducting the Competency Assessments, a further explanation of the competencies within each dimension, the Competency Assessment Tool within the CLC that will be used, the training available centrally within the CLC to support each competency, the responsibility of the SOOs and the lead meteorologists in providing On-the-Job-Training (OJT) as part of the learning process, the difference between the annual performance appraisal process and the competency assessment process, the impact of an unfavorable competency assessment, the timelines for conducting the competency assessments, the initial 12 month probationary period for all new hires, and the changes in the Meteorologist Position Description (PD) and performance plans as this program is implemented.

The module for the WFO MIC's/DAPM's/WCM's/SOO's and Regional/NC supervisors and managers will include training on how to use the Competency Assessment Tool within the CLC, training available within the CLC for each Dimension/Competency and grade level, the details about each of the competencies within each dimension, the difference between completing training and demonstrating competency, the assessment timeline and process, the assessment documentation required, methods of acquiring input from bargaining unit co-workers and partners/customers, the discussion with employees about expectations of career progression through the program to the full performance GS 12 level, the procedures after a negative assessment recommendation, the expectations/process for periodic assessments during the initial 12 month probationary period for all new hires, the changes to the PDs and performance plans as this program is implemented, and the differences between the performance appraisal process and the competency assessment process.

All three modules described in the above section will be released prior to implementation of the program. Regional Headquarters and National Centers are expected to have follow-on conference calls/webinars to finalize the implementation details within their area of responsibility.

Promotion Assessment Process

NWS management proposes a simple and logical promotion assessment process tied to the competency model. The first line supervisor/manager is responsible for determining promotion readiness. The promotion process has no effect on within grade increases.

Employees will be promoted to the next higher grade if all of the following conditions are met:

1. He/she meets the qualification requirements;
2. He/she has been given grade building opportunities and has successfully demonstrated the competency to perform them at the next higher level, as indicated by the immediate supervisor and based on job experience, training, and demonstration of competencies. (**Note:** Employees must have a “meets or exceeds” rating to be eligible for promotion; however a “meets or exceeds” rating ALONE is not sufficient to meet the promotion eligibility requirement.).
3. There is enough grade-determining work;
4. The time in grade requirement has been met;
5. The employee’s performance meets or exceeds expectations; and,
6. No administrative restriction on promotions has been imposed by the NWS or an authority above the NWS level.

Employee’s qualifications for promotion potential to the next higher grade, as well as the employee’s progress and accomplishments, should be discussed at the annual and mid-year performance review meetings, at a minimum. Supervisors are encouraged to meet more frequently with employees, especially new and early career employees as well as those at higher grade levels that require additional coaching, mentoring and training.

Steps in the Assessment Process

The entire promotion assessment process must be conducted in a timely manner. Employees should be notified of the promotion decision prior to their anniversary date.

The supervising MIC, DAPM, or National Center supervisor will initiate the competency assessment process two months prior to the employee's anniversary date, following the steps below:

1. Using the Competency Assessment Tool within the CLC, the MIC, DAPM, or NC supervisor will evaluate each eligible employee's competency to perform at the next higher level. Any technical questions about the Tool within CLC will be answered by the Office of the Chief Learning Officer. While an employee's online and on-station formal training record should be used as input, the completion of training does not equate to demonstration of competency within an operational environment. The supervisor will evaluate each employee against the competencies within each dimension.
 - A. An employee must receive an assessment to promote for each dimension in order to receive an overall decision to promote to the next higher grade.
 - B. The supervisor will also solicit input from the Warning Coordination Meteorologist, Science and Operations Officer, Lead Forecaster, co-workers and partners/customers, as appropriate.
2. When the assessment has been completed and a decision to promote has been made, the supervisor will check the "recommend promotion" box and print the assessment for submission with the promotion action in HR Connect.
3. The supervisor will prepare and submit the personnel action to promote in the HR Connect System. The HR Connect submission must also include a copy of the promotion assessment determination. The submission to promote will follow the normal review and concurrence procedures established at Regional Offices or NCEP Centers. The Region or NCEP Center should submit the full promotion package, via HR Connect, to Accenture Federal Services (AFS) for processing no later than one full pay period prior to the employees anniversary date. Requests for promotion must be received by AFS at least one full pay period before the effective date of the promotion.
4. If the supervisor determines that the promotion should be delayed, the employee will be re-assessed in 240 days. This time will allow the employee to build and exhibit the required skill sets, as well as provide time for the supervisor to conduct a fair assessment. The first line supervisor or other management designee will prepare a written explanation that provides the employee with the reasons why the promotion was not approved and any steps that should be taken to enhance his or her qualifications for promotion. This may include on-the-job training/experiences, formal training, attendance at webinars or recorded webinars, experiential IDSS activities, such as conducting core partner briefings or leading webinars or conference calls.

A. During the 240 day reassessment period, the employee will ensure that he/she receives the assistance/guidance/mentoring needed to be eligible for promotion.

B. If, after 240 days, the decision is not to promote, the supervisor will explain the reasons for non-promotion (as indicated above), and identify any additional steps that should be taken by the employee to be considered for a promotion at a later date. Employees will remain at their current grade level until the required competencies for promotion are demonstrated. When the supervisor determines that the employee has met the requirements for promotion, steps 1 through 3 above will be followed.

C. The supervisor must inform the designated Region or NCEP point of contact of all decisions to not promote an employee after the initial 240 day reassessment process has concluded. The explanation for non-promotion will be forwarded to the point of contact for review and concurrence/non-concurrence.

D. Within two weeks of the submission to not promote, the Region or NCEP point of contact will concur or not-concur with the supervisor. In the case of non-concurrence, the Region or NCEP Center point of contact will discuss the rationale with the first line supervisor and work to reach a consensus decision.

Initial Promotion Process at Implementation

Due to the large number of GS-11 Meteorologists that will be eligible for promotion and in order to ensure equitable and fair treatment of all employees in the initial implementation period, the following will apply:

- All employees will be assessed for promotion readiness as indicated in the Implementation section of this Proposal.
- All promotions will be effective on the same date, at the beginning of a pay period, and after all employee assessments are completed.

Recruitment

At implementation, all new vacancy announcements for Meteorologists positions will indicate the full promotion potential to the GS-12 level and include language that clearly communicates program expectations and the application of a competency model for promotion between grades.

Program Review






For the first year of implementation, the NWS Management and Organization Division (CFO2), in conjunction with the Regional Directors, will formally review the program and process on a quarterly basis to ensure that it is being executed as intended. For the purpose of these quarterly reviews, each Regional Director will assign a designee in the Regional Headquarters to work with CFO2 to review promotion assessments and ensure the process is conducted in a fair and timely manner. In the case of NCEP, the NCEP Center Director will assign a designee to work with CFO2. One year after implementation, and subsequently each year after that, CFO2 and the Region/NCEP point of contact will assess the program once a year as needed. In addition, CFO will establish metrics and indicators to monitor and evaluate program effectiveness. Lessons learned and program improvements will be implemented, as required.

Appendices

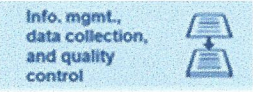
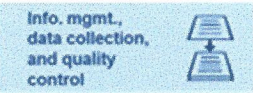
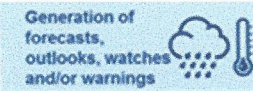
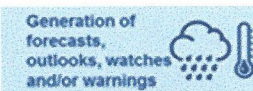
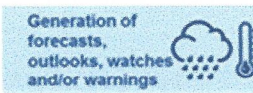

A. GS-5-12 Career Progression Program Dimensions








Note: All competencies will be grouped into these five dimensions.

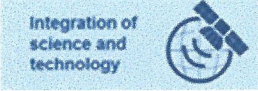
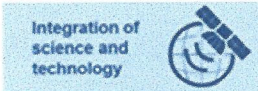
Developed by the Workforce Workstream, which included Bargaining Unit Members

	Dimension	Definition
1	<p>Info. mgmt., data collection, and quality control</p> 	<p>Collects, analyzes, interprets, and applies data from environmental observational systems. Manages environmental data systems and uses applications for real time and/or historical data analysis.</p>
2	<p>Generation of forecasts, outlooks watches and/or warnings</p> 	<p>Diagnoses the environment to assess and adjust forecasts and issues appropriate outlooks, watches, warnings, and/or advisories within a collaborative inter-office framework.</p>
3	<p>IDSS</p> 	<p>Develops trusted relationships, captures external needs, and provides actionable information and interpretative services to enable partners' decisions when weather, water, or climate has a direct impact on the protection of lives and livelihoods.</p>
4	<p>Management, teamwork and leadership</p> 	<p>Collaborates and co-creates with colleagues to create impact, leverages talents of other stakeholders and colleagues, develops ownership of individual work, and influences others. Effectively understands roles and responsibilities of position.</p>
5	<p>Integration of science and technology</p> 	<p>Demonstrates expertise in the theory of weather, water and climate sciences, is up-to-date on latest scientific and technological developments, and can contribute to science-based and technology-based solutions and related assessments to operational challenges and improvements.</p>

B. GS-5/12 Career Progression Program Competencies and Definitions
Developed by the Workforce Workstream, which included Bargaining Unit Members

	Dimension	Competency Title	Competency Definition
1		Collecting data, observations and information	Collect meteorological data and information from partners, users, and other data providers, including public outreach and training.
2		Managing information and ensuring quality control	Organize and ensure quality of incoming meteorological data and reports from a variety of data sources. Effectively uses applications for real-time and historical data analysis.
3		Diagnosing the environment	Assess and diagnose the environment for a multitude of weather, water, and climate elements.
4		Assessing and issuing scientifically-sound environmental forecasts	Assess and issue forecast information, make adjustments as needed, incorporate sound decision making, and leverage inter-office collaboration.
5		Developing and issuing hazardous environmental information and alerts	Identify hazardous environmental information and incorporate this information including timely watches, warnings, advisories, and hazard outlooks into products and services.
6		Developing and maintaining trusted relationships	Identify, develop, manage, and prioritize when needed a set of stakeholder relationships including core partners.

7	 <p>IDSS</p>	Understanding partner impacts and needs	Assess and evaluate partner impact thresholds and tailor decision support services accordingly to provide optimal support to partners.
8	 <p>IDSS</p>	Demonstrating situational awareness	Utilize all available tools to combine environmental information with knowledge of partner impacts to achieve effective decision making for both internal and external stakeholders.
9	 <p>IDSS</p>	Developing and delivering effective written and oral communication to link forecast information with decision making	Effectively communicate weather, water and climate information, and impacts to partners to inform decision making and lead to action.
10	 <p>Management, teamwork and leadership</p>	Exhibiting teamwork	Work with others to achieve goals; facilitate cooperation, trust, and group identity; foster commitment and team spirit; manage and resolve conflicts.
11	 <p>Management, teamwork and leadership</p>	Leading others	Encourage honesty, transparency, and open dialogue to influence others actions and growth towards the attainment of desired goals.
12	 <p>Management, teamwork and leadership</p>	Leveraging diversity and respecting others	Value the talents of all employees and work in a professional manner with colleagues and superiors.
13	 <p>Management, teamwork and leadership</p>	Managing programs	Develop ownership of focal areas and develop facility in managing several programs and/or projects simultaneously to create value and impact.

14		Developing and maintaining scientific skillsets	Understand theory, able to engage in independent scientific assessments, develop case studies, and conduct applied research for personal growth and for continuing to improve science-based solutions for NWS.
15		Developing and maintaining technical skillsets	Incorporate best practices from outside NWS to stay current with latest developments in technologies and tools and contribute to science-based and technology-based solutions and related assessments to operational challenges and improvements.

**Settlement Agreement
GS5-12 Progression
March 25 2019**

This Settlement Agreement supplements and amends the July 2018 Management Proposal for the GS5-12 Progression.

With this agreement, NWSEO agrees to withdraw its grievance and agrees to the implementation of the GS5-12 Career Progression Program as written in the July 2018 proposal as supplemented and amended by this agreement.

The plan as amended by the Settlement Agreement will go into effect in accordance with the provisions of 5 USC 7114(c), and will remain in effect unless superseded by a new Collective Bargaining Agreement.

FLSA Exemption

GS 5/7/9/11 Meteorologist positions remain FLSA non-exempt.

GS5/12 in WFO Honolulu, WSO Pago Pago, and at National Hurricane Center and Weather Prediction Center

When the GS5-12 initiative is implemented, Meteorologist Interns at WFO Honolulu will be reclassified on new PDs as Meteorologists and will have promotion potential to the GS-12 grade level. NWS will not downgrade GS-13 General Forecaster or GS-14 Lead Forecaster positions in WFO Honolulu as a result of the implementation of this program.

When the GS5-12 initiative is implemented, Meteorologist Interns at the National Hurricane Center and WPC will be reclassified on new PDs as Meteorologists and will have promotion potential to the GS-12 grade level.

The parties recognize that the implementation of the career progression program does not constitute a change to the job duties of the GS-13 and GS-14 forecasters in WFO Honolulu and that those job duties will remain separate duties from the GS 7-12 meteorologists.

WSO Pago Pago will be included in the GS5-12 Career Progression Program-

When Conducting Periodic Reviews of the Program

When NWS conducts planned periodic reviews of the GS5-12 program, NWSEO will be briefed and be given an opportunity to provide input on the program.

HMTs

Nothing in the GS5-12 Progression Agreement changes the PDs or duty stations of existing Hydrometeorological Technician (HMT) or Observing Program Leaders (OPLs).

NWS will continue to advertise HMT positions simultaneously with entry-level Meteorologist positions. HMTs will be advertised as MAP-Only, 1341 GS 11.

Management and NWSEO will meet to set a common vision for the future of the HMTs at the next National Labor Council, as well as mobility for Met Techs from specific hardship (AK, Pacific) locations.

Article 20 on Shift Scheduling

NWS will continue to set shift schedules in accordance with Article 20 of the Collective Bargaining Agreement.

Applicability

This agreement does not supersede or nullify any previous collective bargaining agreements, MOUs, or arbitration decisions not specifically referenced here.

This agreement supersedes the 2003 Staffing MOU, 2004 Staffing Plan (Point 1), and applicable elements of the 2016 Reassignment MOU (section titled "Increase Intern Hiring Efficiency") to the extent they conflict.

The implementation of a career ladder progression is unrelated to staffing levels.

2003 Staffing MOU

NWS management will advertise positions as GS-1340-5/7/9 DE-only with new GS 5-12 position descriptions for external candidates (new hires) quarterly.

NWS management will, twice-yearly, advertise GS-1340-11/12 positions as GS-1340-11/12 MAP-only, Government-wide.

When deciding how to fill a meteorologist vacancy in an office (either through a 5/7/9 announcement or an 11/12 announcement) the manager will give due consideration to the skill set and experience level of the current office staff as well as local operational requirements.

This agreement supersedes the May 8, 2003 MOU on advertising GS-9 and 11 vacancies internally.

Career Ladder Promotions

At the GS 5 to 7, 7 to 9, and 9 to 11 levels, career ladder promotions will not be dependent on passing the Competency Assessment Tool in order to obtain promotion to the next grade level. Phase 2 is eliminated.

For promotions from the GS 11 to GS 12 level, the Competency Assessment Tool will be used as described in the July 2018 Management Proposal.

Managers will work with employees at all levels to use the Competency-Model and perform the training and on-the-job actions necessary to demonstrate competencies along their career progression. Employees that cannot complete the Competency Model and Training Program, or fail the Competency Assessment Tool, will remain as a GS 11 and do the duties of a GS 11.

Review Period

If the supervisor determines that the promotion to the GS 12 level should be delayed, the employee will be re-assessed, as soon as possible after the employee and the supervisor feel s/he is ready, but no later than 120 days from the date the promotion would have been effective.