Document ID: 0.7.783.20059

From: Kenneth Brown - NOAA Federal <kenneth.i.brown@noaa.gov>
To: Sally Pavlow Johnson <sally.pavlow@noaa.gov>
Cc: David Murray - NOAA Federal <david.murray@noaa.gov>; Stephen Brueske - NOAA Federal <stephen.brueske@noaa.gov>; Michael Mercer - NOAA Federal <michael.mercer@noaa.gov>
Bcc:
Subject: Re: RD, Deputy RD or other NWS Manager Visits to discuss OWA
Date: Fri Oct 28 2016 08:58:19 EDT
Attachments:

Thanks Sally. I defer to Dave on this and to whom he will elevate.

Ken

On Oct 28, 2016, at 8:45 AM, Sally Pavlow Johnson <sally.pavlow@noaa.gov> wrote:

Someone from Eastern Region sent this to me. Should they be using NOAA email to distribute this?

---------- Forwarded message ----------
From: Frank Nocera - NOAA Federal <frank.nocera@noaa.gov>
Date: Fri, Oct 28, 2016 at 5:33 AM
Subject: Fwd: RD, Deputy RD or other NWS Manager Visits to discuss OWA
To: Kevin Cadima <kevin.cadima@noaa.gov>, Benjamin Sipprell <benjamin.sipprell@noaa.gov>, Eleanor Vallier-Talbot <eleanor.vallier-talbot@noaa.-gov>, Hayden Frank <hayden.frank@noaa.gov>, Matthew Belk <matthew.belk@noaa.gov>, Matthew Doody <matthew.doody@noaa.gov>, Nicole Belk <nicole.belk@noaa.gov>, Rebecca Gould <rebecca.gould@noaa.gov>, Stephanie Dunten <stephanie.dunten@noaa.gov>, William Babcock <william.babcock@noaa.gov>, William Simpson <william.simpson@noaa.gov>, Kimberly Buttrick <kimberly.buttrick@noaa.gov>, Lenore Correia - NOAA Federal <lenore.correia@noaa.gov>, Alan Dunham <alan.dunham@noaa.gov>

All,

An update from NWSEO regarding OWA.

Frank

---------- Forwarded message ----------
From: David Solano <(b) (6) [redacted]
Date: Thu, Oct 27, 2016 at 10:58 PM
Subject: RD, Deputy RD or other NWS Manager Visits to discuss OWA
To: Alicia Miller <alicia.a.miller@noaa.gov>, Barry Lambert <Barry.Lambert@noaa.gov>, Brian Mitchell (b) (6) [redacted] >, Carl Morgan <carl.r.morgan@noaa.gov>, David Marsalek <david.marsalek@noaa.gov>, Dean Iovino <dean.iovino@noaa.gov>, Dennis Sleighter <dennis.sleighter@noaa.gov>, Frank Nocera <Frank.Nocera@noaa.gov>, Gred Hanson <(b) (6) [redacted]

net>, James Merrell <james.merrell@noaa.gov>, Jonathan Lamb <Jonathan.lamb@noaa.gov>, kevin Lipton (b) (6) [redacted] >, kevin Lipton <kevin.lipton@noaa.gov>, Kirk Apffel <(b) (6) [redacted] >, Kirk Apffel <kirk.apffel@noaa.gov>, Kirt Squires <kirt.squires@noaa.gov>, Mark Pellerito <mark.pellerito@noaa.gov>, Mike Cempa <mike.cempa@noaa.gov>, Mike Longnecker <Mike.Longnecker@noaa.gov>, Mike Proud <mike.proud@noaa.gov>, Norman-Bingham-Maas <norman.bingham-maas@noaa.gov>-, Patrick Maloit <patrick.maloit@noaa.gov>, Patrick Maloit (b) (6) [redacted] , Phillip Badgett <Phillip.Badgett@noaa.gov>, Rodney Hinson <Rodney.Hinson@noaa.gov>, Scott Kroczynski <th(b) (6) [redacted] >-, Scott kroczynski <scott.kroczynski@noaa.gov>, Thomas Janus <thomas.janus@noaa.gov>, Todd Baker <todd.w.baker@noaa.gov>, Weir Lundstedt <weir.lundstedt@noaa.gov>
Cc: David Solano (b) (6) [redacted] >

Stewards,

If anyone wants to contact me and discuss anything about OWA before the ER RD, Deputy Director or other NWS manager visits your office I am here to serve your needs as best as I can and answer any questions you may have. I also strongly suggest you read the Minutes from the NWSEO Convention which I sent to everyone as there is section just on OWA. I copied an pasted that section below. The RD or NWS Designee is probably going to say something to the effect that "the NWSEO President Dan Sobien has been involved with the pre-planning, that other NWSEO members including myself have been involved with OWA and the hydro aspect of the OWA and that NWSEO has had people on almost all of the phases of the OWA. Sure NWSEO has Reps on some of these teams but in some case like FIFS and NBM Team our opinions, ideas and comments are ignored and the NWS is going around saying, "The Employees (wh0 NWSEO represents) is asking for this".

On a recent visit to Maine, the RD said, "NWSEO has had people in almost all of the phases of the OWA". Yes, that's true to a small extent but he did not mention that NWSEO has strongly objected to ideas on the FIFS and NBM Team, offered alternatives which were ignored and at times, especially on the FIFS team, it's been a war.

The NWS first informed NWSEO of this McKinsey study at an AOP meeting a couple years back. It was described as a staffing study because Louie said he was getting pushed by OMB to cut offices. We neither consented or disagreed. As part of the OWA the NWS created 5 teams that we were allowed to be on. In less than a month the NWS kicked us off all of their teams because we would not sign a non-disclosure agreement. We were briefed a couple times by the NWS and McKinsey. The briefings were not direct ideas they were talking about instead abstract what if kind of statements. We frequently objected to what they were doing and apparently it was ignored. After that we were invited back on three teams and this was only after Congress pressured them. One team defined deep core partners another designed the 5 through 12 progression for mets. No complaints about either of these teams. The third team designed the forecast process, the idea that WPC would do the forecast. We had 2 members on that team Chris Jacobson and Shannon White. Neither Shannon nor Chris were allowed to object to anything discussed. They were told they were not allowed to have a position. If you know either Shannon or Chris feel free to contact them. Below are the OWA Minutes from the NWSEO Convention. Please review these minutes. They will be helpful. If anyone wants to discuss anything, just reach me at (b) (6) [redacted] or email (b) (6) [redacted]

OWA Update

NWS Organization-Wide Operations and Workforce Analysis (OWA) assessing the current workforce model, operating and organizational structure. There are:

Communications & Stakeholder Engagement (No NWSEO members)

Workforce Workstream

Operating Model Workstream (IDSS focus)

Organizational Structure Workstream

Fully Integrated Field Structure (FIFS) Workstream

National Blend of Models Team

Related are the Model Blend Team(s) & Shiftwork Team

NWSEO is not on the communications team. McKinsey is driving much of OWA. The Workforce Workstream goal is to build off NWS's talented, motivated, and professional workforce by holistically improving the way NWS hires, trains, develops, and empowers its workforce. The first NWS New Hire Training class held the week of Aug 8 - ONBOARDING. 29 New NWS Employees attended. NWSEO NCEP Chair, JoAnn Becker was NWSEO Rep for the class. The Operating Model Workstream is focused on understanding and enhancing Impact-Based Decision Support Services (IDSS), which is a critical part of helping NWS achieve Weather-Ready Nation. The team is working to ensure a common understanding across the NWS of the overarching goals and objectives for IDSS. The team also has been working to identify policy guidance needs, training gaps, and specific actions that NWS can take to address current challenges in providing consistent IDSS and transform the organization in support of Weather-Ready Nation. Positive feedback from EMA's but they also don't want to lose what they're currently getting from the WFOs/RFCs. Organizational Structure Workstream works to help the agency improve role clarity, create an open and trusting environment, and innovate, including capturing external ideas. The Organizational Health Index (OHI) survey from the OWA diagnostic shows that improving these three capabilities are critical to building a healthy organization. Shift Work Best Practices Team is to make recommendations to the NWS-NWSEO Strategic Leadership Team about ways the NWS can help lessen the challenges of shift work and:

- Collect and analyze shift work research
- Analyze other agencies' and companies' shift work practices
- Survey NWS shift workers to find biggest issues and benefits as well as current best practices.

The vision would be to implement some of the recommendations from the Shift Work Team.

FIFS/Digital Services/National Blend of Models – Shannon White/Chris Jacobson

The Fully Integrated Field Structure (FIFS) team has been a contentious team led by Dan Cobb (MIC GRR) with reps from all regions, participation by several Centers, with Chris Jacobson and Shannon White as NWSEO reps. At times, it's been a war and at times chaos. The team has heard presentations from Cobb and others on topics such as:

- shifting primary forecast responsibility to the centers such as WPC

- shifting watch/warning/advisory responsibility to centers

- collaborative forecast process where WPC negotiates changes to the national forecast

- Primary ownership of gridded forecast (NDFD) would be removed from WFOs and transferred to National Centers

- WFO staff shifting focus to being IDSS briefers rather than forecasters

These suggestions have met with vigorous disapproval from NWSEO. One of the most critical resulting problems would be the disconnect that would develop between the largely centralized "forecast" as represented by the gridded database and the associated derived products, and the local Integrated Decision Support Services (IDSS) that WFO forecasters would provide.

There are NO discussions of future staffing or office structure with this Team. These discussions are being held in secret by the Regional Directors and NWS HQ. NWSEO believes staffing discussions were previously conducted in the FIFS team but were moved elsewhere when NWSEO reps joined.

Part Timing Forecast Offices

"Part-timing" of some offices, with primary forecast and warning responsibility shifted elsewhere during the hours of closure, and possibly during all hours. These offices could be reduced to a liaison role with limited IDSS offered primarily during normal business hours.

Both Dan Cobb and NWS Deputy Director, Laura Furgione have admitted that part-timing NWS Offices is being discussed.

NWSEO is concerned the results of the upcoming NWS Shift Work Survey may be misused by NWS management in an attempt to justify part-timing offices via getting rid of some shifts.

The National Blend of Models (NBM) Demonstration Team NWSEO advisors Barry Lambert and Dave Bruno have expressed concern with several aspects of the NBM including:

- Verification of the NBM versus the WFO forecasts (NDFD)
- Overblown precipitation forecasts
- Run-to-Run inconsistency introduced by using the NBM

NWSEO reps have objected vigorously and repeatedly to the various FIFS ideas and discussions. The input from NWSEO Representatives are either ignored or labeled as a "position" which is not allowed in this process.

NWSEO Position - Response to FIFS

- WFOs must retain primary ownership of the gridded foundational forecast for all time periods included within the current NDFD out to Day 7

- Primary ownership of the forecast within the WFOs will allow these forecasts to remain focused on local conditions, with rapid updates provided in order to provide the best possible IDSS to local partners

Only the WFOs forecasters with extensive local knowledge can respond appropriately to quickly changing conditions. NCEP/WPC should provide enhanced guidance to the WFOs for use as a common starting point in the forecast process. This guidance may include significant use of the National Blend of Models (NBM). However, WFOs will not be required at any time to re-initialize their forecast database with any NBM or WPC generated grids.

- Primary watch/warning/advisory (W/W/A) responsibility must remain with the WFOs

There may be opportunities for WPC, other NCEP entities, or the Regional Operations Centers (ROCs) to play a larger role in coordination and collaboration of W/W/A products in the future, especially for synoptic-scale products that cover large geographic areas. However, the final decision-making authority for any W/W/A product must always rest with the WFO.

24/7/365 meteorologist coverage must continue at all 122 existing WFOs. This is absolutely critical for maintenance of public safety. NWSEO is against any part-timing WFOs. It is recognized that future gains in forecast production efficiency may allow for some shifts to be re-allocated to an increased IDSS role, but there must always be a requirement to have at least one meteorologist on duty at all WFOs 24/7/365.

NWSEO will continue to oppose the current direction of FIFS with all available resources.

NBM Demo Team

Key NWSEO Concerns:

- Verification - Need to more closely look at how it is done by stacking the deck due to algorithms.
- Run-to-Run inconsistency
- Lose valuable, well-collaborated data which affects IDSS
- Can yield “flip-flopping” forecast

- Blend issues -Consistent use of “extreme” PoPs across 7+ days, Inability to depict sharp gradients of elements, Low predictability with low pressure

How Can YOU Be Involved? View the Data as NBM v1 can be seen in AWIPS now. All of the data is available on web along with verification against NDFD. Provide Feedback and some offices are officially providing feedback. Anyone can provide feedback directly to the NBM team Via VLab if you want to identify yourself Anonomously by emailing national.blend.feedback@noaa.g-ov

The more specific examples you can provide, the better!

--

==========-==========
Frank Nocera
Senior Meteorologist
Weather Event Simulator (WES) & Training Team Lead

National Weather Service
445 Myles Standish Blvd.
Taunton, MA 02780
508.823.1983

http://www.weather.gov/box

facebook.com/NWSBoston

http://www.twitter.com/nwsbost-on
==========-==========