



UNITED STATES DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
Acquisition and Grants Office
Silver Spring, MD 20910

April 17, 2009

MEMORANDUM FOR: All Hands
FROM: Mitchell J. Ross
Director, Acquisition and Grants Office
SUBJECT: The Future of AGO

It has now been over one hundred days since I began my service as Director of the NOAA Acquisition and Grants Office (AGO). After my first thirty days on the job I shared with you my initial plans to move AGO forward to a more effective and efficient organization by focusing on guiding principles, realignment of resources, and improved planning and sourcing. I asked for your support and cooperation as we move forward together. I am pleased to report that I have received that support and cooperation and much more. I very much appreciate the many enthusiastic suggestions for changes and improvements in the way we conduct ourselves and serve our clients. I have learned much from you. You are a talented group and we must do all that we can to enable you to apply your talents to the challenges that face NOAA.

In the past hundred days we have moved beyond our initial planning and taken several specific actions:

- realigned resources and established a new management team;
- established a draft set of performance metrics for review and study;
- implemented an automated Forecasting and Advance Acquisition Planning System (FAAPS);
- established a pilot career management program;
- created a unified budget to include appropriated, direct bill, and reimbursable funds;
- established a strategic sourcing division and our first strategically sourced program, NOAAlink;
- reorganized the field delegate program;
- reorganized the purchase card program;
- reorganized the policy and oversight function;
- improved the functioning of our advisory committees in grants (GMAC) and acquisition (AMAC);
- improved our reporting systems for work in process and awards;
- created an American Recovery and Reinvestment Act of 2009 (ARRA) division.

You will be hearing much more from the new management team as we all work together to implement these changes. These actions are expected to move AGO to more effective and efficient performance and to be in accordance with our guiding principles of improved communication, improved cooperation, and an improved workforce. We are a service organization. Our sole purpose is to serve our many and varied clients. I am confident that working together the entire AGO team will be able to serve NOAA with great distinction.

Since our last all hands communication a new Administrator has joined NOAA. We are fortunate to have the support of an able leader who looks to AGO to serve NOAA, so that NOAA can serve our nation. We face new and exciting challenges on behalf of our nation and our citizenry. I look forward to meeting each of you as I begin to visit our offices.

Attachments: