

# Orienteor

DEFENSE MAPPING AGENCY AEROSPACE CENTER

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## *Sweaters On As Temperatures Go Down; Fuel Oil Savings, 1200 Gallons Per Day*

There is no doubt that 65 degrees is cool, some would argue that it's down right cold, but it is also a temperature that conserves energy while producing only minor discomfort. The reality of that statement has been borne out during the past two weeks as the Aerospace Center turned down the thermostats in compliance with the President's request.

Facilities Engineering data for the first week of the new temperature has indicated that the reduction of the heating temperature to 65 degrees in Building 36 (as a single example) and the dropping of the steam pressure has enabled FE to operate only one boiler in the building instead of four. This reduction has resulted in the savings of approximately 500 gallons of oil per day since February 4th.

Another important step taken to conserve energy was the elimination of humidity control where possible in selected areas of Building 36. This saved, not only heating fuel, but air conditioning energy as well. Air conditioning units are used to maintain the humidity balance even during winter weather. The reduction in humidity cut the air conditioning load in half thus operating two chillers instead of four.

Energy consumption was also reduced at the South Annex where all facilities are served by a central steam plant located in Building 89001. All temperatures in office areas were reduced to 65 degrees and warehouse areas were reduced to 60 degrees. Stockage in one large warehouse area in Building 89002 was relocated

allowing 91,000 square feet of the warehouse to be vacated and the temperature lowered to 50 degrees.

All the South Annex actions resulted in approximately 700 gallons of oil being saved per day.

All of the outbuildings at 2nd Street, except Building 12, and all buildings at South Annex, have their temperatures lowered to 55 degrees on the weekends when unoccupied. Building 12 has a computer operation on all shifts and during the weekend.

The Facilities Engineering personnel are continuing to monitor all buildings during the work week so that as the outside temperatures rise during the day selected air handlers circulating 65 degree air are removed from service with the net result of both fuel and electricity being saved.

## Presidential Award Presented To Platte



Major General James Young, Deputy Director of the Defense Mapping Agency, presents the Presidential Management Improvement Certificate to Joseph Platte of the Aerospace Center in ceremonies February 9th in St. Louis. Platte, chief of the Scientific Data Department, was cited for a new and more efficient method of base manuscript preparation which he conceived and directed implementation. This technique resulted in significant productivity increases and will effect savings in excess of \$12,000,000 over a 5-year period.

"The creativity, resourcefulness and consistently outstanding professionalism which Mr. Platte exhibited during the development of this technique has also contributed to the eminent reputation which the Defense Mapping Agency enjoys throughout the mapping, charting and geodetic community," read the citation.

The new technique called the Direct Positioning Photogrammetric Compilation Technique (DPPCT), is now being used in support of four major DMAAC charting programs. The programs are: Joint Operations Graphics—Air, Tactical Pilotage Chart, Operational Navigation Chart and Air Target Charts.

The certificate was one of seven given throughout government. Mrs. Platte witnessed the ceremony.

## SSgt. Bennett Named Bi-Annual Outstanding Enlisted Man

SSgt. Robert V. Bennett, SO, has been selected as the Aerospace

his outstanding performance of duty and his personal professional

## DoD Travelers Get Car Rental Break

been selected as the Aerospace Center Bi-Annual Outstanding Enlisted Man and presented a special plaque, \$50 Savings Bond and dinner for two in recognition of his honor. A special reserved parking space was also provided with the award.

The announcement and presentation was made February 8 by DMAAC Director, Col. James St. Clair, during special ceremonies in the Director's conference room.

Sergeant Bennett was cited for



**DMAAC Director, Col. James St. Clair (left) presents the Bi-Annual Outstanding Enlisted Man award to SSgt. Robert Bennett during special ceremonies at the Center February 8.**

duty and his personal professional development. "His enthusiastic approach to mission accomplishment, professional attitude, and military bearing indicate outstanding potential," said his supervisor.

Runner-up in the competition was SSgt. Thomas C. Howard of the Directorate of Logistics.

The selection board included: Capt. Stephen Pedone, President; Capt. Jose Saenz, CMSgt. Raymond Moore and MSgt. Richard Gannon, members.

Military Traffic Management Command (MTMC) and Avis Rent-a-Car System, Inc., have completed negotiations which will result in lower car rental rates for military personnel and Department of Defense (DOD) civilian employees.

The discounts are available for both personal and official travel upon presentation of a DoD identification card or Government travel orders.

"Clean-cut rates," which do not include gasoline but do include a mileage charge, are discounted 10 per cent. The discount is figured on the total bill.

The basic daily rate is standard at all locations, varying only in accordance with the type of car rented. Per-mile charges are based upon the size and type of automobile and may vary from city to city, according to MTMC.

This is the third car rental agreement MTMC has negotiated for DoD in recent months. Previous agreements with Econo-Car International, Inc., and National Car Rental Systems, Inc., also resulted in discounts for military members and DoD employees.

Avis "clean cut" rates are:

Car	Daily Rate (Plus mileage)	DoD Discount
Subcompact	\$13.95	10%
Compact	\$13.95	10%
Standard	\$14.95	10%
Full Size	\$15.95	10%

ment. Mrs. Platte witnessed the ceremony.

## Helping Hands To Earthquake Victims

Two Aerospace Center men are involved in one of the most important undertakings today—a people helping people program.

Robert Wolverton, FE, and Paul Fincannon, GD, are among a group of eleven men from the St. Louis area, who, at their own expense, left St. Louis February 5th for Guatemala and an earthquake reconstruction project.

They are using two weeks of their annual leave to help erect a church or churches destroyed by the 1976 earthquake.

The group arrived in Guatemala City about 1:30 in the morning on February 6 and left by truck for the village of Estanzuela, 147 miles

East and South of Guatemala City. Estanzuela is located in a remote area at about 7,000 feet above sea level. Little contact will be made with the group during the two week period.

The "helping hands" have one construction supervisor, Bob Wolverton; one electrician, three carpenters, one bricklayer, one pastor (who plans to pray a lot and help the four general laborers that make up the rest of the crew.)

The group learned of the need through their church organization and decided to offer their assistance to the people of Guatemala.

## Director To Present Washington Day Address

DMAAC Director, Col. James St. Clair, will be the featured speaker February 21st at the Cornelia Green Chapter of the Daughters of the American Revolution Washington Birthday commemoration.

The patriotic program will be held in historic Lafayette Park in St. Louis beginning at 11 a.m.

Colonel St. Clair will speak on the

subject of George Washington as the commander of all American forces in the Revolutionary War.

The ceremony, which is open to the public, will include a wreath laying at the 108 year old statue of George Washington in the park.

Bands, scout groups, drum and bugle corps, Indian dancers and pompon girls will all take part in the special program.

## Personnel Talk

### Importance of Self-Development

The Aerospace Center is actively involved in innovative methods of staffing positions. We are complementing the traditional procedures by adding alternatives when certain situations exist.

Two of the innovative methods are accomplished through the Underutilization Program and the Upward Mobility Program. Each is designed to enhance opportunities for Center employees who are concentrated in the lower grade levels, GS-08 and below and Wage Grade equivalent.

The Programs offer opportunities with growth potential to select individuals who have **demonstrated** potential to be successful in higher grade level positions than ones they currently occupy.

A significant measure of success in competing for opportunities for higher level positions through these programs will be **demonstrated** potential in terms of self-development.

Self-development efforts provide a measurable means of determining potential.

The dynamic programs are designed to achieve certain objectives but they require considerable investment on the part of the Center. Therefore, like any other expensive venture the Center must insure a return on the investment in terms of program success through goal achievement.

To a great extent, program success, or lack thereof, will be determined by achievements and successes of those employees competitively selected to participate. Therefore, the Center's policy is to vigorously encourage active participation in self-development efforts for those employees who are seriously interested in career advancement through the Upward Mobility Program.

Career success is where preparation meets opportunity. Preparation, through your self-development, is considered **demonstrated** potential. **Demonstrated** potential is rated highly when competing for exciting and challenging opportunities of your choice through the Upward Mobility Program.

## Remembering a Bleak Birthday Anniversary. . .



## Bits And Pieces

### From the Black book:

There are usually two things one never talks about without getting into a heated discussion—politics and religion. You can add another to the list—65 degree temperatures. I never knew there were so many 65 degrees. There are cool 65s, warm 65s, just right 65s and cold 65s. There are even engineer's 65 and everybody else's 65, at least that's what the snack bar chatter says.

—O—

Speaking of engineers . . . don't drop by to see Colonel Cowan about the temperature in your office area. If you do here's the off-broadway stage production that you'll get: first, he'll show you a thermometer that indicates room temperature is about 63 degrees; then he sits you down with your back as close to the stone outer wall as possible (temperature there is 59 degrees) and last but certainly not least, he calls in his secretary for a demonstration of how engineering types stay warm . . . she jumps rope for two minutes. After that you get up and leave wondering why you ever came in the first place.

—O—

There is always some good that comes from the bad. I've noticed that since the 6th floor conference room is just a wee bit on the chilly side that meetings held there are accomplished in half the normal time.

dlb . . .

## January Honor Roll

### 35 YEARS

James Madenfort, Udell F. Steinmeyer.

### 30 YEARS

John G. Bathe, Obert C. Behrens, John C. Whiteside, Walter J. Purschke, Kenneth W. Oberbeck, Thomas O. Christoffel.

### 25 YEARS

Charles L. Greene, Frank A. Guccione, Kenneth R. Haire, Thomas W. Smith, Oliver T. Gierse, Bernard I. Nelson, George O. Jones, Nelson C. Clark, Bob J. Haynie, William A. Robinson, Pat M. Bredon, Jr., Richard C. Donovan, Virginia E. Knoebel, James M. Cannon, Joseph W. Chalupy.

### 20 YEARS

Helmut Muehlhauser, John A. Young, Donald A. Richardson, Arthur E. Brown.

### 15 YEARS

Hilda A. Ameln, Donald L. Hall, Donald E. Henson, Ruth A. Phillips, Robert F. Pennycuik, Alberta J. Whitener, Robert A. Bliven, Ronald D. Stacy, Donald P. Domek.

### 10 YEARS

Roy D. Kindsfather, Elizabeth F. Wissman, Eleanor A. Cracchiolo, Geraldine M. Havlicek, Roger M. Carbone, Alvin L. Gross, Joan S. Langevin, Pamela Rheinheimer.

### OUTSTANDING PERFORMANCE RATING

Russell T. Cottingham, Claudia B. Anderson, Joseph A. Leahy, Cheryle J. Zimmer, Vervia F. Henschel, Barry S. Meyer, Richard W. Laverty, Lillian H. Doebber, William A. Smith, John T. Shocklee, Kathleen Svoboda, Cleoria J. Stokes, Stanley C. Rueff, Richard F. Howell, Rogers R. Robinson.

### QUALITY SALARY INCREASE

Russell T. Cottingham, Claudia B. Anderson, Vervia F. Henschel, Barry S. Meyer, Lillian H. Doebber, Cleoria J. Stokes, Stanley C. Rueff, Rogers R. Robinson, Jackson Bowles, Carl R. Doss, Diane M. Rocco, Dick K. Chin, Eileen E. Connelly.

### SUSTAINED SUPERIOR PERFORMANCE

Cheryle J. Zimmer, Richard F. Howell, Grace H. Riechmann,



Monday, Feb. 21, marks the national observance of George Washington's birth 244 years ago. Not all of our first President's birthdays were happy occasions, however. His 46th birthday at the snow-covered, blood-stained fields of Valley Forge was probably the bleakest he ever spent, says the National Geographic Society.

Today Valley Forge is a pleasant state park, where snow creates a serene background for the replicas of log huts that housed Washington's army. But in February 1778, the snow was stained with the bloody footprints of soldiers who were suffering incredible privation in bitter cold. The men had scant, ragged clothing and few blankets. They slept on damp earth floors in the huts. Food was scarce. Smallpox and dysentery spread through the camp.

### Letters Relate Suffering

A picture of this winter of suffering emerges from the original Washington papers in the Library of Congress. The ink on the letters is now a dim brown, but the story told in the spidery, sometimes illegible handwriting has not faded.

Washington's army of 11,000 men arrived in Valley Forge on Dec. 19, 1777, after a 19-mile march from the outskirts of Philadelphia. In a letter to Lafayette 12 days later, Washington was optimistic in spite of the dismal prospect before him:

"I have no doubt but that every thing happens for the best; that we shall triumph over all our misfortunes, and shall, in the end, be ultimately happy; when, My Dear Marquis, if you will give me your company in Virginia, we will laugh at our past difficulties and the folly of others."

## Patrolman of Month

Sam F. Searce has been selected as the DMAAC Security Policeman for the month of January. He was recognized for outstanding performance above his peer group by his supervisors and selection for patrolman of the month was based upon this performance.

He served in the Air Force from February 1970 until November 1973 with rank of sergeant and has been at the center the past three years.

Searce lists Edina, Mo. as his hometown.

## Think Safety!

The ORIENTOR is an official newspaper, published bi-weekly on Friday by and for the personnel of the Defense Mapping Agency Aerospace Center, at St. Louis, Missouri. Opinions expressed herein do not necessarily represent those of the DOD.

**Col. James H. St. Clair**  
Director

**David L. Black**  
Chief, Public Affairs Office  
Editor

Cheryle J. Zimmer, Richard F. Howell, Grace H. Riechmann, Helen Wizeman, John G. Freeman, B. Mildred Moss, Norman E. Walerk, Allen L. Owen, Mathilda A. Krekemeyer.

### SPECIAL ACHIEVEMENT AWARD

Karen Huecksteadt, Bernard A. Kane, Thomas A. Schwartz, David L. Lucas.

## In Sympathy

Julian S. Cato, ADDN, died February 1st. A retired Air Force Major, he entered on duty at DMAAC, March 8, 1965 and has been assigned as an air information specialist.



Services were held on Friday, February 4th, with interment in National Cemetery, Jefferson Barracks.

He is survived by his wife Mary, a son and two daughters.

\* \* \*

Ernest L. Wheeler, died February 6. He was a supervisory computer programmer in the Controller, Computer Programming branch and had been at DMAAC since April 6, 1959.



Services were held at Central Baptist Church on February 11, with interment in Calvary Cemetery. He is survived by his wife Nola and two daughters.

## Promotions

The following people received promotions during the month of December: August W. Allard, WS-14; Patricia A. Bell, GS-6; Juanita F. Britton, GS-5; Patricia J. Culiberk, GS-5; Barbara J. Jaeger, GS-4; Cynthia L. Meyer, GS-4; Francis R. Odem, GS-6; Donald R. McEntee, Jr., GS-12; Sharon M. Wallenberg, GS-5; John A. Watford, GS-7.

### Military

Capt. Isaiah Toran, FE, was announced for selection for promotion to Major, and SSgt. Richard C. Johnson, SOSB, was selected for promotion to TSgt. MSgt. Arthur J. Hamilton, LOS, assumed the grade of SMSgt. on February 1.

Lyle Lukes, John Regnier, Regan Shaw, Marvin Short, and Lenoy Underwood, all from the Cartographic Technical Squadron at March AFB, CA, were selected for promotion later in the year to Staff Sergeant.

Wheeler was selected as ACIC Outstanding Civil Servant of the Year in January 1962.

# Retirements Bring A Variety Of Plans

**WALDO W. MEYERS, LOP**, retired at the end of the year after 35-1/2 years continuous Federal service since June 1941 when he started with the Civilian Conservation Corps (CCC) at Jefferson Barracks.

He was drafted into the Army Air Corps in January 1943. As radio operator on a B-24 bomber crew, he flew 32 combat missions in the South Pacific from bases in New Guinea, Australia, Philippines and finally Okinawa. He had to bail out over the Sulu Sea on July 1, 1945 after D-Day bombing mission to Balikpapan, Borneo, and was rescued by Air Sea Rescue after spending several hours in the water. "The last mission we flew was the most memorable and impressive," said Meyers. "It was an armed surveillance mission that took us over Nagasaki and Hiroshima several days after the atom bombs were dropped." He was discharged on October 30, 1945.

He returned to civilian duty at Jefferson Barracks and worked in personnel positions in the U.S. Disciplinary Barracks and Separation Center. He transferred to the St. Louis Sub-Post of Lincoln Ordnance Depot located on North Broadway, transferring from there to the Aeronautical Chart Plant at 12th & Delmar on September 4, 1947, as Base Procurement Officer. He became Staff Procurement Officer in 1960, his status at retirement.

Meyers was Greater St. Louis Civil Servant of the Year (Management and Technical) in 1970.

"My retirement plans are to finish a home I started last year on the Lake of the Ozarks. While that is going on there will be time out for travel, golf, a little fishing and

whatever, with no suspense dates on any of them."

**OBERT C. BEHRENS, PDDMR**, is on leave pending retirement. He entered the Army in March 1942 and was assigned to the 5th Armored Division with duty in the European Theater of Operations, participating in five campaigns. He was discharged in October 1945.

He returned to Federal service in 1950 as a guard at the St. Louis Administration Center. He transferred to DMAAC in 1952 as a guard, but the following year was reassigned to the Distribution Division. He was assigned as a warehouseman in the Printing and Distribution Division at time he departed.

Mr. Behrens said he just plans to take each day as it comes.

**ALVIN I. GROSS, PDDF**, retired effective January 1st with 10 years service. He began his Federal career at the Army Troop Support Command in January 1967 as an inventory management assistant. He transferred to DMAAC in March 1975 and was assigned to the Distribution Division as a supply technician, his assignment at time of retirement.

Mr. Gross said his retirement plans include: "Travel, photography, adult education classes, volunteer work and, after 52 years of work, try just being a bum."

**SYLVESTER J. SCHROER, PDA**, retired on January 7th. He was drafted into the Army in March 1943 at Jefferson Barracks. He served with the 82nd Rec Sqn (Mech) First Armored Div in North Africa and Italy, receiving his discharge in November 1945.

He returned to Federal service at DMAAC in November 1954 and was assigned to the Printing

Division as a platemaker helper. He worked in the plate room continuously until a RIF in July 1972 when he was reassigned to the Mail Room as a small press operator. He was transferred to the Cartography Division as a litho photographer until March 1974 when he returned to the Plate Room as a litho platemaker.

"My retirement plans are to awaken at 5:45 a.m., look out the window and go back to bed. Take vacations when I feel like it without regard for work schedules.

"Seriously, to enjoy freedom of time to do what I wish such as travel in USA, possibly trip to Germany, plus photography—music and enjoys being outdoors during week," said Schroer.

**BEN McRAVEN, PDDM**, retired on January 16 with 33-1/2 years Federal service. His career began at the Granite City Army Depot in June 1943 as a laborer. He entered military service in June 1944 and after serving two years was discharged.

He returned to work at the Depot as a laborer. During his 25 years at the Depot he worked in such jobs as crane groundsman leader, mechanic, engineer equipment repair processor and then in supervisory assignments such as general mechanic superintendent, general foreman and storage management officer. He was the Distribution Facilities Officer when the Depot closed. He transferred to DMAAC in March 1971 as an inventory management specialist and traffic management specialist and was Traffic Manager at time of retirement.

"My retirement plans include to relocate in Houston, Texas area to be close to my two grandsons. Plan on not seeking employment for six months to a year, and possibly

part time employment after that. Also, pursue my hobby of repairing and refinishing old furniture," said McRaven.

**JACK L. THOMAS, FEMFA**, retired with 34-1/2 years Federal service. He began his career with the St. Louis Medical Depot in July 1942. A year later he went into the Army and was a heavy equipment operator with the 899th Engineer Aviation Battalion in the South Pacific. Upon discharge in February 1946, he returned to civilian duty at the Medical Depot.

In October 1950 he was recalled to active duty. As a result of training he received under the GI-Bill, he was assigned to the 315 Army Band at Ft. Leonard Wood until June 1952. He returned to civilian duty as a tractor and trailer driver at the St. Louis Area Support Center.

He transferred to DMAAC in October 1956 and has been assigned to Facilities engineering as a boiler plant operator.

**JOE WALKER'S, LOR**, disability retirement was effected on January 19, just a month after he reached the 30 year mark.

He was drafted into service in 1943 and served with the Quartermaster Corps.

He returned to Federal service at the St. Louis Medical Depot in 1946, transferring to the Aeronautical Chart Plant in 1948. At time of retirement he was assigned as a Material Destruction Equipment Operator.

**JOHN H. MOFFETT, FEMAD**, retired on January 22. He started work at the Aeronautical Chart Plant in May 1951 as a junior warehouseman in the Distribution Division. He was a warehouse foreman when he left in December 1957 to accept a position with the AF Film Library. He was a

warehouseman, film inspector and repairer until the Film Library was moved to Norton AFB in 1969.

He returned to DMAAC, Directorate of Administration and was assigned as a mail clerk. In November 1970 he was promoted to pest control worker in the Directorate of Facilities Engineering and was pest controller at time of retirement.

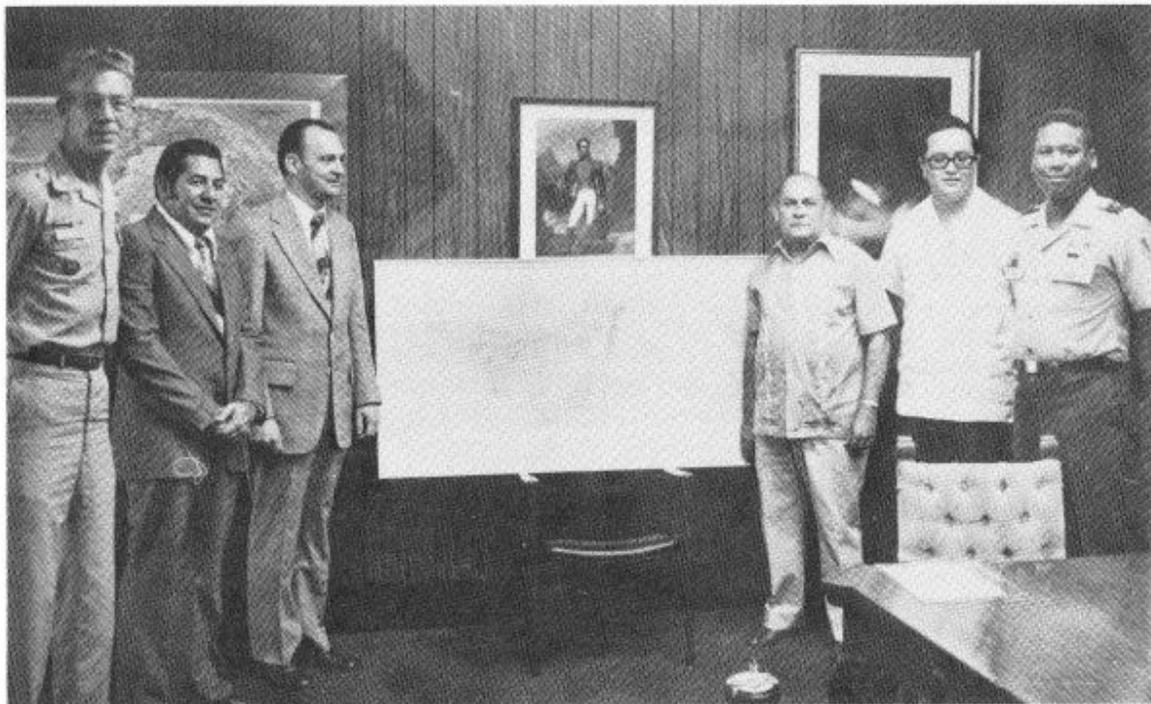
Moffett said, "I just plan to play it by ear, spending time raising flowers and spending some time at the family's cabin on the Current River. Also, a little fishing and short trips now and then."

**RAPHAEL A.C. AI, Jr.**, will mark his medical retirement from DMA Depot Hawaii in March, following 25-1/2 years of Federal Service. He entered the civil service ranks in 1951 as a clerk-typist with the 1500th Air Traffic Squadron, Hickam AFB, but changed "services" in 1953 to work for the Naval Supply Center, Pearl Harbor. His introduction to the mapping and charting community came in 1958 upon his transfer to the then U.S. Naval Branch Oceanographic Office, Honolulu. He remained with NAVBROCEANO during its transition into the Defense Mapping Agency Hydrographic Center, Honolulu Office. During his tenure with DMAHC Honolulu, he rose from a GS-4 clerk-typist to become the Officer in Charge's "strong right arm" as a GS-7 office assistant. He made his final move in 1975 to the newly formed Defense Mapping Agency Depot Hawaii. Ralph's years of experience and cooperative spirit will make him sorely missed by his friends and co-workers at DMA Depot Hawaii. Ralph, along with his wife and son, will continue to reside in Honolulu.

## MAC Named Specified Command

# ***DMAAC Tech Director Presents***

## ***Chart In Panama***



Aerospace Center Technical Director, Lawrence Ayers, (1st left of chart) was in Panama City, Panama, recently to present, what was termed by the Panamanian's, as the ". . . most complete aeronautical chart ever made for the benefit of Panamanian aviation," to the Minister of Public Works, Engr. Nestor Tomas Guerra, (1st right of chart).

The new chart was prepared in Panama jointly by the Instituto Tomy Guardia and the Directorate of Civil Aviation, and printed in the United States by the Aerospace Center. The chart

The Military Airlift Command (MAC), Scott AFB, Ill., has been designated a specified command.

Air Force officials say the change will simplify and streamline command relationships and provide better management of airlift resources, particularly during periods of crisis.

The President approved the change in December of last year and the Joint Chiefs of Staff (JCS) set Feb. 1, 1977, as the effective date.

The new status will place MAC in the JCS planning cycle earlier and ensure better response to JCS-approved requirements. The commander in chief, MAC, will be in the chain of command under the National Command Authority, reporting to the President through the Secretary of Defense.

Normal MAC functions will remain virtually unchanged. The Secretary of the Air Force and the Air Force Chief of Staff will retain

responsibility for administrative and logistic support, including policymaking, budgeting and programming.

Nonairlift technical services (Air Weather Service, Aerospace Audiovisual Service, and Aerospace Rescue and Recovery Service) are retained under MAC as major command functions.

A specified command normally is composed of forces from one military service and has world wide responsibilities. The Strategic Air Command and Aerospace Defense Command are other specified Air Force commands.

Unified commands normally are composed of components of two or more services and are responsible for particular geographic areas. The U.S. European Command, Pacific Command, and Atlantic Command are examples of unified commands.

is the first to record Lake Bayano and is published in colors on both sides of a single sheet.

Also receiving the chart in the photo are Engr. Juan Abad Araya, Director of Civil Aeronautics (middle right) and Major Alberto Purcell, Chief of the Panamanian Air Force of the National Guard (right).

Pictured with Ayers are Col. John Park, director of the DMA Inter American Geodetic Survey (IAGS) and Larry Jungman, an IAGS cartographer.

IAGS has collaborated in mapping since 1973 with Latin American countries to assist them in producing air charts.

The Panamanian officials were explicit in offering thanks for the generous support of the North American official agency, which they called a "significant contribution to the development of Panamanian aviation."

The presentation was made January 27.

## EEO Program Studied By Top DMA Managers At Recent Meeting

More than 50 top managers of the Defense Mapping Agency, from headquarters and all five components, spent eight hours in an intensive two-day seminar on February 1 and 2nd learning the latest developments in the federal Equal Employment Opportunity Program.

Vice Admiral Shannon D. Cramer, Jr., DMA Director, underscored the importance of the seminar by his presence at every session. He told the group that he welcomed the opportunity to get all of his top managers under one roof for the purpose of improving the agency's effectiveness in EEO matters.

"I am here to state that I am 100 percent behind this program," Admiral Cramer said. "What has to happen next is for this concept to permeate down to all my people."

The seminar guest-speakers included William H. Oliver, Director of Equal Opportunity, Office of the Deputy Assistant Secretary of Defense (EO); Robert L. Gilliat, Office of the General Counsel, (ASD); Anthony W. Hudson, Director of the Office of Federal EEO of the U.S. Civil Service Commission (CSC), and Ms. Carol A. Harvey, Office of the Federal Women's Program, CSC.

Attending from DMAAC were: Col. Robert Burns, deputy director; Donald Harvey, director of Personnel and George Collins, Equal Employment Opportunity Officer.

"The successful manager is going to have to demonstrate that he or she really understands the dynamics of organizational effectiveness through the proper use of people," Mr. Oliver said in noting that EEO is just good

through careful attention to the aspirations, concerns, and sensitivities of employees.

Not only is EEO the law, but "making a diligent effort to achieve EEO goals" is now a factor in considering supervisors and managers for promotions, Mr. Gilliat reminded the audience. The goals of EEO are defined as fairness, openness of the system to avoid "dead-ending" people in low-level positions, organizational commitment to EEO in the same measure that the organization is committed to its other goals, and representativeness of the general U.S. work force in the organization.

Mr. Oliver underscored the importance of not lowering quality standards in the work force to achieve EEO goals. "We are not setting quotas (that is actually illegal)," he observed, "rather we are setting goals which can be achieved by throwing the net wide in bringing in new people. Most emphatically we do not mean by this management by race—that is anathema."

The costs of processing EEO complaints through the administrative and judicial levels is becoming so great that organizations are going to have to recognize the waste of not improving management practices, Mr. Hudson warned. He cited a study that showed that \$192 million was spent in 1975 on EEO cases in attempts to correct defective programs.

Captain John R. McDonnell, Chief of Staff, noted that big business has learned to look at litigation over EEO matters as a prohibitive cost and so has come to place great emphasis on af-

matter of just plain good business.

For the same reason, there is a need throughout DMA for better documentation by promotion selection panels and selecting officials, the Chief of Staff told the assembled managers and supervisors.

G.D. Boale, DMA Director of EEO, pointed out that a considerable number of people in the work force took jobs because they had to have work, and that among these are many who are underutilized in their present positions.

This is particularly true of women in the federal service, according to Ms. Harvey, who said 64 percent of federal women with college degrees hold grades below the GS-9 level, while 65 percent of the male work force with college degrees are in grades GS-9 and above.

She said women themselves can help by assessing their own priorities in job and family situations, being "extra-motivated, making the extra effort," supporting other women who are elevated to higher positions, and, for women who do achieve higher rank, helping those still coming up the ladder.

Trying to "protect" a woman applicant from a potentially hazardous job by assuming that she should not take it is discrimination, Ms. Harvey pointed out. All applicants, female and male, should simply be clearly advised of the nature of the work, without overstressing it to the women job-seekers.

Ms. Harvey said the current "hot issue" concerns allegations of sexual harrassment (both by men of women, and by women of male

## DMA Depot Hawaii Visitor



During January, Charles H. Andregg, DMA Deputy Director for Management Technology, (center) became the most senior DMA official to visit DMA Depot Hawaii. Highlights of the visit included a mission/products briefing by Lt. Col. John W. Clark (right), Commander, and a tour of depot facilities at Hickam and Ft. Shafter, USA. Andregg is shown discussing the Flight Information Branch functions with MSgt. Alexander P. Gomes, Branch NCOIC. He also made himself available for an informal discussion session with DMADH staff personnel. (USAF Photo)

## Named to Honor Society

Mary Patricia Wylie, daughter of Karl Wylie, ADDN-3, a junior at Rockhurst College, Kansas City, MO, was recently named to Alpha Sigma Nu, the Jesuit Honor Society.

Students are selected for this honor on the basis of Outstanding Scholarship, Loyalty to Jesuit Education, and Service to the College Community. Pat is also on the Dean's List.

## Another Way to Jump

## New Carto Grads



Pictured here are students of Carto Class 77A who completed the 12 week basic Cartography training and 5 weeks of specialized follow-on training on February 4, 1977, with their college or university indicated. From left to right, back row: Stephen Richter, Eastern Michigan University; William James, McKendree College; Gary Brown, Ball State University; Dallas Leavitt, University of Missouri, Rolla; George Johannigmeier, Southern Illinois University-Edwardsville; Robin Goodrich, State College at Plattsburgh; William Park, Illinois State University. Front row: Roger Esneault, Louisiana State University in New Orleans; Monte Dumke, South Dakota State University; Gerald Johnston, Southern Illinois University-Edwardsville; Marianne Bourassa, State University College at Brockport; Richard Aschenbrenner, University of Wisconsin; Mark Schroeder, Lakeland College and William Harrison, University of Michigan. Not present when the picture was taken was Pamela Krause, Lake Forest College.

employees). Recent court findings have opened the way for employees to sue on grounds of sex discrimination where supervisors seek sexual favors in return for promise of advancement.

"Compliments on the job are still OK," Ms. Harvey added. "We are still male and female and appreciate being noticed. We don't want to become a bunch of automatons. The problem becomes a real one when the attention becomes related to the job."

Asked about allegations of "reverse discrimination" brought by persons who are not in minority groups, the speakers stated that such complainants are protected by the law and have the right to bring action.

Steps being taken to improve the government's EEO programs include a study on possible changes to the Professional and Administrative Career Examination which many critics consider to be statistically unfair to large sectors of society. New educational materials to explain the EEO program are in preparation, and there are indications of changes in attitudes both within and outside the CSC itself on the best ways to make the program effective.

Individual employees are also being encouraged to examine their own roles on the job to see how they can undertake self-improvement programs to equip them for better positions.

Maurice Evans, DMA EEO Officer, said a new program of cooperative education is due to be established in DMA shortly.

## Car Batteries

Two editions ago of the Orienter carried an article on the subject of jumping car batteries. In the article it recommended that jumper cables be directly affixed to the terminals of each battery. It has come to the attention of the Orienter that some manufacturers and safety officials recommend another method which is described below. We suggest you check with your local safety official or look in the vehicle manufacturers manual for the best method for your use.

Jumping car batteries is becoming extremely common and is usually done under rushed conditions and in extreme cold. Few people realize how dangerous this is and that there is a method which lessens the chance of a battery exploding. Hydrogen gas buildup inside the battery sets the stage for an explosion. This is especially prevalent if the battery water is low, allowing space for the hydrogen gas to be trapped. Whenever a battery is being charged, hydrogen is being generated. Any spark in or near the outside of the battery may explode the gas.

To minimize the hazard of a car battery exploding, the following recommendations are made:

1. Remove the cell caps from both batteries to vent the trapped gas, and leave the caps off during the jumping process. Use caution so you won't get any acid which may be on the caps on your hands or clothing.
2. Determine whether the car to be aided has a positive or negative grounded electrical system. A positive grounded system has the positive terminal of the battery connected to the engine block or chassis.
3. Connect both cables to the live battery.
4. Connect the proper cable to the dead battery terminal which is not grounded (negative to negative or positive to positive).
5. Connect the remaining cable to a convenient chassis or engine block location away from the battery.
6. As an added precaution, cover the battery with heavy material, such as a piece of carpeting, while connections are being made.

This procedure is designed to prevent sparking near the battery terminals and damage to the alternator.