

Orienteor

DEFENSE MAPPING AGENCY AEROSPACE CENTER

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November 11, 1977

Old Newsboys Day Just Around The Corner; 32 Volunteers Here

Thirty-two Aerospace Center employees will be out to top last year's Old Newsboys Day contribution as they hawk their papers at the two Center installations and two locations in the community on November 23.

Last year Center employees contributed some \$1291 to the children's agencies benefiting from the paper sale. This year Old Newsboys Day celebrates its 21st year (16 years at the Aerospace Center). Even though the Old Newsboys and girls are adults the group of sellers are really kids at heart, because children is what the Old Newsboys Day is really all about. Handicapped, disadvantaged, lonely, needy and sometimes forgotten and unattended children are the ones who benefit from the day.

The **Globe-Democrat**, who sponsor the day, bears the entire cost of production and distribution of the special edition. Everything collected will be distributed to the children's agencies.

The morning of November 23rd, regardless of the weather, will find

the 32 Aerospace Center employees crying, "Paper, Paper" as their co-workers make their way into the work locations.

There are several new faces among the volunteers this year who are composed of: (at 2nd Street) Colonel James H. St. Clair, Colonel Robert Burns, Lawrence Ayers, Frank Aufmuth, Henry Bauer, Mary Ann Brann, John D. Flaherty, Louis Foster, Harold Hopper, Andrea Kowal, Linda Kranefuss, Hiram D. Lloyd, Dorothy Meltabarger, Bill Moran, Richard Rapp, Frank E. Roth, Donald J. Riggs, George Shalhoob, Eileen Sinnwell, Robert Thompson and Al West.

(At South Annex) Al Wuenschel, Debby Rusan, Cindy Meyer, Paulette Martin and Carol Gaffney.

At two outside locations are DMAACers who sell in their home communities but combine their contributions with those taken at the Center. William Kolnik will sell at his usual stand—Kingshighway and Fyler, while John Hopkins and his carpool members—Connie



Hume, Joe Mullins, John Neville and June Barbey, will be at Lindbergh-Thunderbird & N. Waterford.

One of the sellers, Eileen Sinnwell, has issued a challenge to one of the regular high sellers, Colonel St. Clair, to be on guard for this year she intends to be top seller.

K Lot Returns to Open Parking Nov. 14

It's good news for those who use the first-come-first-serve parking spaces at the Aerospace Center. November 14th, 127 additional open parking spaces will be made available on K Lot as carpools are reassigned to the spaces previously used by construction equipment on "J" Lot.

According to Security Police Officials, spaces 1 through 99 on "K" lot will be reserved but the remaining 127 spaces will be available to employees to use on a first-come, first-serve basis.

The new parking availability will become effective the morning of November 14.

Best Year Ever

CFC Nears \$123,000

At presstime, with a final trickle of contributions still coming in, the Aerospace Center's 1977 CFC goal of \$112,000 had been topped by nearly \$11,000.

The '77 campaign marked the fifth consecutive year in which the Center has exceeded the previous year's gift by 20% or more.

The Center's 219 Fair Share Givers in 1976 were joined by 54 new Fair Sharers this year for a 25% increase. Payroll deduction giving increased to 63% of all givers - up 10% from the last campaign.

The average gift computes to \$43.97, with average payroll deduction at \$58.77. The latest statistics indicate that 89.4% of Center employees took part in the campaign.

CFC in Kansas City

As presstime approached the people of the Kansas City Office of the Aerospace Cartography Department were within \$200 of their \$10,000 goal. Based on an employment of 180 persons the per capita giving rate for the Office is extremely high. Kansas City Office contributions become a part of the Heartland CFC drive in the Kansas City area.

Four CTS Employees

Three Represent Center In St. Louis

Cited By DMA

Four members of the inactivated Cartographic Technical Squadron have been awarded the DMA Exceptional Civilian Service Award.

The group included three now with the Aerospace Center in St. Louis—Oliver Gilbert, Roy Mattke and William Wagner. The fourth, Allan Byma, remained in California.

All were cited for their outstanding contribution to the functions of the Cartographic Technical Squadron over a period of five years. All four men were among the last to depart the squadron in

August of this year and were responsible for much of the final phase down operation.

The awards to Mattke and Wagner were presented by Aerospace Center Deputy Director, Col. Robert Burns, in special ceremonies here in St. Louis. Gilbert's award will be presented upon his return from sick leave. The award to Byma was presented in California.

Byma, Gilbert and Wagner were equipment specialists in the Simulator Plate Division of the Squadron and Mattke was the unit's Security Officer.

Gen. Albro To Address ASP Meet Here

The American Society of Photogrammetry, St. Louis Region, will hold its fall technical meeting November 15 at the Aerospace Center Dining Hall. Guest speaker for the occasion will be Brig. Gen. Ames S. Albro, deputy director of Plans, Requirements and Technology at the Defense Mapping Agency headquarters in Washington, D.C.

The program theme is "Challenges Confronting Military Mapping."

Regular tickets are priced at \$4.00 per person and can be purchased from: Paul Goss (ACMCB, 4043), Ray Meyer (ACMBE, 4701),

Dean Graves (ACMCD, 4701), Robert Meinhardt (GDCCB, 4781), Melvin Harris (GDCBA, 4372), James Dolan (ACNAA, 4015), Robert Ryan (ACNAB, 4015), Jack Hassell (SDDA, 4618), Beverly Barsh (PPIPS, 8278), and Jerry Becker (PRP, 4231). Special tickets, for prize drawings only, can be purchased from Robert Haddad (ACCD, 4673) and Johnny Hall (SDCD, 4353).

The evening will begin with cocktails from 4 to 5 p.m. with cash bar, dinner at five and program following dinner and prize drawings.

Women's Award Competition

Three persons were selected recently as the Aerospace Center's nominees in the annual St. Louis Federal Women's Award Program. Selected in the self-development award category were Mary Keough (grade 6 and below) and Betty Qualls (grade 7 and above). Richard Laverty was nominated in the managerial award category.

The awards program was established in the St. Louis area to provide recognition of Federal employees who have furthered the goals of the Federal Women's Program.

Ms. Keough was cited for her self-development efforts which will culminate in the receipt of a political science degree this January. She began work at the Center in 1967 as a teletypist and based on the completion of degree requirements will be able to convert to a cartographer from a computer aid position at the beginning of next year.

Ms. Qualls was nominated for her ongoing self-development program which has included enrollment in the Tarkio College Extension program, at Jefferson Junior College and in the Tarkio

College program offered at the Lambert Naval Reserve, Granite City Army Depot and Shrewsbury Community Center. She began her Federal career in 1948 as a clerk-typist and is now a data base analyst-cartographer.

Richard Laverty was nominated in the managerial category for his work in the Center's Upward Mobility Training Program, which is comprised of 14 people, 11 of whom are women. He is currently a supervisory cartographer with the Center.

Civilian Health Insurance Plans Available

Premium rates and benefit changes that will apply next year to 79 health insurance plans available to federal employees and annuitants have been announced by the Civil Service Commission.

Rates and benefit changes will become effective in January 1978, following an open season from Nov. 14—Dec. 9. This will give eligible employees not now covered an opportunity to enroll.

The period will also give enrolled employees and annuitants an opportunity to change from one plan or option to another. Individuals can also change from self-only to family coverage.

The changes vary according to particular health plans. For

example, some plans eliminate the low-option coverage. Other plans add services such as speech therapy and certain chiropractic services.

Center officials encourage personnel to become familiar with their particular health insurance program and to take advantage of the open season to make desired changes.

Civil service officials say premiums for most plans will be higher next year, reflecting increases in the cost and use of health care. All factors combined should cause the average annual health bill and insurance premium to rise 10 to 15 percent in 1978 and 1979.

The premiums for the two governmentwide plans, Aetna and Blue Cross and Blue Shield, will rise 11 and 12.5 percent, respectively, in 1978. Many of the other plans in the program will have premium increases in the 10 to 15 percent range.

Civilian employees should check their local civilian personnel offices for details.

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Avoid Miscalculated Explosions !!

Do you carry a miniature calculator in your pocket? If so, it could knock you off your feet.

The Journal of Environmental Health has recently warned that an improperly shielded pocket calculator can explode.

Researchers have found that any metal object that inadvertently comes in contact with the unprotected battery charge

contact points will cause a thermal runaway. This in turn shorts out the nickel-cadmium batteries, and an explosion with enough force to knock a person down will result. Even the lead of a pencil can cause such a thermal runaway.

The best way to prevent such an accident: carry a pocket calculator in its case.

Do you?

AFA To Increase Dues

The Air Force Association will increase its annual dues from \$10 to \$13, effective Jan. 1. Three-year membership will increase from \$24 to \$30.

The AFA is a private, nonprofit organization. It is dedicated to educating the public and its members about the need for strong aerospace power to help protect national security and preserve world peace.

Before Jan. 1, new members will be able to join at existing rates and current members can renew their membership at current rates for up to a three-year period.

AFA officials said the

Bits And Pieces

From the Black book:

Well, we made it through Halloween without too much trouble. The candy and goody supply was depleted by evening's end and some 100 creatures of the night were happier. All in all, I think it was a good night.

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How about this weather? It has been a long time since I can remember 70 degree weather the first part of November. Being a Southern boy I don't mind if it stays that way throughout the winter months. My wife must



East-West Gateway

COMBINED FEDERAL CAMPAIGN

Committee of the Federal Executive Board



TO: Aerospace Center Employees

Your unprecedented generosity in response to the Combined Federal Campaign has been particularly heart warming to the DMAAC '77 CFC Team. Your tremendous expression of concern for those in our East-West Gateway and world communities, who's overwhelming needs can't be met any other way, is truly exemplary.

On behalf of the CFC Team, and more important, on behalf of the people of our community - Thank You!

Sincerely,


JOHN D. FLAHERTY
DMAAC CFC Project Officer


GRETCHEN HAWK
DMAAC Asst. Project Officer

Eight Military Awards Presented

Eight members of the Aerospace Center military cadre were presented awards during special ceremonies the latter part of October.

Meritorious Service Medals were presented to Major Jack C. Dills, Major Carlos L. Bush, Major James W. Stanton, and Master

for Intelligence, Headquarters Fifteenth Air Force, March Air Force Base, Calif. The award was with first oak leaf cluster.

Major Bush distinguished himself as Chief, Geodetics Section, and Chief, Production Management Branch, Trajectory Division, 844th Aerospace

Captain Finch was cited for service as Officer in Charge, Item Accounting Branch and Officer in Charge, Supplies Management Branch, United States Logistics Group, Detachment 199, Turkey.

MSgt. John Severson received his award for service as non-commissioned officer in charge

would be no increase in the \$200 cost of life membership. However, the number of installments has been changed from four to eight payments over one year to eight \$25 payments over two years.

Aero Info Christmas Dance

The annual Christmas Dance for the Aeronautical Information Department will be held December 10 this year, according to information received from the Department.

It will be held at the Viking Restaurant, Highway 66 and Lindbergh, from 7:00 p.m. to 1:00 a.m. The price will be \$11.00 per person and includes cocktails, buffet dinner and dancing to the Jack Stevens Band.

For more information and tickets contact any member of the Social Affairs Committee: Bill Blackwell, ADFD, 8180; Eileen Connelly, ADFA, 8486; Carol Gaffney, ADA, 8494; Phil Karnowski, ADDP, 8394; John O'Connell, ADDN, 8222; Lloyd Sanborn, ADDE, 8252; Debbie Simpson, ADLR, 8401; Virginia Welter, ADAS, 8494; Nathan Whitfield, ADFC, 8409.

buff this fall has provided some spectacular color. We took the kids through Lone Elk Park, out in southwest county, the other day and I think Mother Nature had put on her Sunday-go-to-meetin' duds just for the occasion. I don't know how many rolls of film I shot but it ought to keep the photo processors in business for a long time.

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A tip of the Black hat to all who worked and contributed to this year's Combined Federal Campaign at the Center. There are lots and lots of people who I'm sure would like to thank you personally if they had the chance.

dlb ...

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, as authorized by DoD Instruction 5120.4. 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

mentation Medal was presented to Master Sergeant John D. Severson, Master Sergeant Nicholas J. Ziggas and Staff Sergeant John A. Crawford.

Major Dills was cited for his outstanding service as Chief, Target Intelligence Prediction Division, Directorate of Target Intelligence, Deputy Chief of Staff

as Operational Readiness Officer, 130th Engineer Brigade and as Executive Officer, 54th Engineer Battalion of the Army Corps of Engineers.

MSgt. Foster received his award for service with the DMA, Inter American Geodetic Survey, Flight Information Division in the Canal Zone.

his first oak leaf cluster to the JSCM when he served as non-commissioned officer in charge of Flight Information at the Flight Information Office in Alaska.

SSgt. John Crawford was cited for his outstanding service as an aeronautical information specialist with the Flight Information Office, Alaska.

Evening Study

Pays Off

Burning the midnight oil and attending evening classes at St. Louis University since 1974 paid off for James Dabbs of the Scientific Data Department's Cartographic Data Base Division, Techniques Office.

Dabbs has received his master's degree in Business Administration with an area of concentration in management service.

VA officials urge veterans or dependents with questions to contact the nearest Veterans Administration office.

VA telephone numbers are listed in the "U.S. Government" section of the directory or can be obtained from local operators.

Disabled Vets Pay Boost

Veterans Administration checks will be larger next month for more than two and a quarter million disabled veterans and will reflect a 6.6 percent increase in compensation payments, according to VA officials.

Resulting from recent Congressional action, the increase was signed into law by President Carter on October 3.

In addition to 2,251,714 disabled veterans, VA officials said increased payments also will go to 246,800 spouses and children of service personnel who died on active duty or veterans whose deaths were service-connected.

The compensation increases will total \$358.4 million in Fiscal Year 1978. The compensation rate was hiked a year ago.

The new rates mean veterans will receive monthly checks ranging from \$41 for those with a ten percent disability to \$754 for

those 100 percent disabled. Additional monthly payments are made depending on the size of the veteran's family.

Under the new law, and based on the serviceman's or veteran's rank, the basic rate of VA Dependency and Indemnity Compensation for widows and widowers of veterans will range from \$277 to \$708 monthly.

As with compensation, and according to the number of dependents, VA makes additional DIC payments.

Officials said the legislation also eases qualifications for VA's so-called "Wheelchair home" grants. This is a one-time payment of up to \$25,000 to help certain disabled veterans confined to wheelchairs to buy, build or alter homes.

VA estimates some 690 veterans will be affected by the new provisions and that grants may total \$17 million.

Thirty Years Reached By Three

NORMAN E. KEAN, LOSM, reached the 30 year mark on October 3rd. He was inducted into the U.S. Army on January 5, 1942. He served with the 25th Infantry Division in the Southwest Pacific area for 14 months prior to receiving his discharge in August 1945.

He returned to Federal service in 1951 as a security guard at the Army Finance Center and a year later transferred to this Center as a guard. In 1953 he was reassigned to the Distribution Division as a warehouseman. Since 1974 he has been assigned to the Supply Division as a warehouseman.

EDWARD W. ALLEN, SDCOC, reached the 30 year mark on October 13th. His service began in the Army in May 1943. He was assigned to the South and Central Pacific before receiving his discharge in November 1946. He then worked at the Army Finance Center as a stop pay clerk from January to September 1947.

He returned to Federal service in

DMATC Personnel Trained In Feature Analysis

Twelve DMATC Cartographers recently completed an intensified four week training course titled, "Feature Analysis." The course was conducted by cartographers V. Nelson Osborne and Raymond J. Hric of the Imagery Analysis Division, Aerospace Cartography Department.

The training program included an orientation of various sensor systems, radar principles, and a familiarization of the digital data production techniques, processes and procedures utilized in the development of data bases to support simulation systems of the DoD.

The highlight of the course was a

January 1952 at DMAAC and has had various duties and details with the Production and Distribution Plant, Logistics, Comptroller and Missile Support Department. He is presently assigned as a computer operator in the Scientific Data, Computer Division.

WILLIAM H. HEMINGHAUS', PDFF, Federal career began with the U.S. Army in February 1943 being discharged in February 1946. While in service he saw duty in the European and Pacific Theaters. From September 1943 to July 1945 he was assigned to the 97th General

Hospital in England, moving from there to Japan where he was assigned to a Major Port Company from September 1945 until January 1946.

He returned to Federal Service at the Center in October 1950 and was assigned to the Distribution Division as a warehouseman. All 27 years of his service here has been in various capacities with the distribution function, including Chief of the Division. He is presently assigned as supervisor of the Flight Information Branch, Distribution Division.



Kean



Allen



Heminghaus



October Honor Roll

35 YEARS

Lloyd C. Alton, Hale Y. Grebe, Milton White, Charley Williams, Alfred E. Boyd, Daniel A. Ragusky, Francis L. Smith.

30 YEARS

Robert P. Gundlach, Lowell C. Deckard, Norman E. Kean, Edward W. Allen, Wilbur J. Grisbeck, Warren J. Tabachik, Clifford Embery, William H. Heminghaus, Harold J. Hogan, Ervine F. Lafser, Wilber O. Loymeyer.

25 YEARS

Calvin C. Glover, Dorothy Williamson, Clark R. Bullock, John Harrison, Louis F. Errante, William C. Mahoney, Clyde R. Greenwalt, Granville H. Morgan, Clemens C. Winkler.

20 YEARS

Charles F. Black, William R. Dubishar, Harold E. McDonald.

15 YEARS

Raymond J. Hric, Patricia M. DiFulvio, Charles K. Shaw, Kenneth B. Korte, Lester W. Lueking, Danny C. Nash, Edward C. Sheibhofer, Virgil A. Siegrist, James T. Leahy.

10 YEARS

Susan M. Gligros, Catherine A. Pulley, Marian E. Zumbum, Robert R. Kumpferer, Lawrence W. Schwaller, Jr., James R. Hildreth, Deborah Rusan, Judith E. David, DeWayne A. Paterson, Charles E. Rogers, Jr.

OUTSTANDING PERFORMANCE RATING

Thomas W. Block, Wilbur J. Grisbeck, R. Gordon Mull, Darryl D. Taylor.

OUTSTANDING PERFORMANCE RATING/ QUALITY SALARY INCREASE

William J. Brown, John M. Finch, Edward J. Moore, John M. Robinson.

OUTSTANDING PERFORMANCE RATING/ SUSTAINED SUPERIOR PERFORMANCE

Earlene G. Harris, Horace A. Jackson, Richard J. Thomas, John M. Willis.

QUALITY SALARY INCREASE

Robert E. Diekemper, David P. Fahy, Joan E. Gardner.

SUSTAINED SUPERIOR PERFORMANCE

Robert B. Bateman, Edna L. Briedy, Robert P. Brueckmann, Maurice D. Daniell, Jose M. Duran, Barbara C. Elftman, Robert W. Graves, Marcel M. Janowski, Arthur J. Krahm, Patricia J. Micka, Phyllis J. Watt, Jackie D. Williams.

SUPERIOR ACCOMPLISHMENT AWARD

Donald K. Wiley.

Community Service By Seven

Community Service By Seven Employees Helps Scouts

Russell J. Hart, Scout Executive for the St. Louis Area Council, reports that seven employees of the Aerospace Center were active in this year's Scout summer camping program.

In a letter to the Center Director, Hart said, "We are sure that you are pleased to learn of this unselfish and outstanding service."

The group served as Camp Leaders for their scouting units which required them to donate part of their vacations to aid the scout program.

According to Hart, William Wall, the assistant scoutmaster for Troop 786 sponsored by Pierremont School, checked into Camp Sakima, at the S-F Scout Ranch with 13 boys. This was Wall's first year in camp.

Kenneth K. Parks, the Scoutmaster for Troop 755, sponsored by Berkeley Presbyterian Church, checked into Camp Sakima, at the S-F Scout Ranch with 4 boys. This was Parks' tenth year in camp.

Lawrence J. Burns, Jr., the Assistant Scoutmaster for Troop 780 sponsored by Bowles Parent Teachers Association, checked into Camp Gamble, at the S-F Scout Ranch with 34 boys. This was Burns' eighth year in camp.

William Leong, a member of the committee for Troop 90, sponsored by Brotherhood of Temple Shaare Emeth, checked into Camp Famous Eagle, at the S-F Scout Ranch with 24 boys. This was Leong's second year in camp.

Charles E. Piller, the Scoutmaster for Troop 817, sponsored by Immanuel Lutheran Chapel, checked into Camp Sakima, at the S-F Scout Ranch with 17 boys. This was Piller's twelfth year in camp.

Leland Graves, Jr., the assistant scoutmaster for Troop 754, sponsored by the First United Methodist Church of St. Charles, checked into Camp Sakima, at the S-F Scout Ranch with 7 boys. This was Graves' third year in camp.

Earl R. Underhill, a Webelos Leader for Pack 867, sponsored by Seckman Elementary School, checked into Camp May, at the Beaumont Scout Reservation with 7 boys. This was Underhill's first year in camp.

Photo Lab Dance Tickets

Tickets for the annual Photo Lab Christmas dinner-dance are still available, according to party planners.

The event will be December 3rd at Towne Hall-North, 8201 North Broadway. It will begin at 6:00 p.m. and will include a smorgasbord meal, open bar and the Jonny Woods dance band. Price is \$12.50 per person.

Tickets are available from: Chris Enright, 4181; Kathy Splean, 4245; or Mary Hamm, 4357. Deadline for purchase is November 23rd.

Republic of Germany also completed the intensified four weeks training course in Feature Analysis. They are Lt. Col. Klaus Trupke, Georg Ketter, Norbert Hart, Georg Schmidt, Georg Hantsch, Joichim Osterle.

The training is an integral part of a joint program of digital data exchange between the United States and the Federal Republic of Germany.

Credit Union Elects Board

The Arsenal Credit Union elected new members to its Board of Directors during their annual meeting October 28th. Elected were John Kristmann, Philip Rahall and Bud Brown.

In other action during the business meeting the membership elected Kenneth Swehla and Phillip Wilder to the supervisory committee and Louis Kline, Alvin West and Calvin Morgan to the credit committee.

President John Kristmann reported the outstanding six percent rate of dividend declared by the board on members shares. Treasurer Manager, Alfred Poertner, announced that Share Draft deposits would draw dividends of 5-1/2 percent.

Prior to the business meeting an information fair was held to provide members an opportunity to learn about the credit union member benefits and thrift suggestions.

Feature Analysis production at DMATC.

Pictured left to right: Craig Cummings, Dave McFarland, Chris Meyer, Dick Brunner, Eugene Whittington, Nelson Osborne, Bob Struck, Sam Casamento, James Johnson, John Bille, Denny Beall, Bob Coombs, Dick Phillips, Frank Roth, AC Department Chief.

Six visitors from the Federal

and student evaluations are used to assist in the selection.

Sergeant Danby is an aeronautical information specialist in the Operations Branch, FIO-E.

FIO-E Man Honored

TSgt. Richard F. W. Danby was recently presented the Commandant's Award at the U. S. Air Force Europe NCO Academy.

The award is presented to the student considered the most outstanding leader in the class. Staff

Drinking Problem?

Do you have a drinking problem? If you do, and would like to do something about it without the knowledge of your supervisor or fellow workers, you can get counseling by dialing Ext. 8255 (TALK) or contacting the Employee Assistance Officer at Ext. 4621. Confidentiality is guaranteed, and your supervisor need never know. In addition, treatment if required will not appear in any personnel file or affect promotions or job security. Don't delay! Your health and your job may be in jeopardy!

26 Mile Marathon For Center Runner



The announcement of the 26 mile 2nd Annual Marine Corps Reserve Marathon in Washington, D.C. whetted the appetite of Aerospace Center runner Maj. Phillip Wilder last weekend. The Marathon was the first run of such length to be entered by the winner of this year's DMAAC physical fitness run.

Over 5000 entries competed in the event which began at the Iwo Jima statue, near Arlington National Cemetery, and wound its way through Georgetown to the District of Columbia, by the Capitol building, around the tidal basin and back to the starting point; a total of 26 miles 385 yards of carefully placed steps for each runner.

Wilder did well, finishing in 3 hours and 19 minutes. He was among the advance group of 2500 who finished the run.

Competition was divided into age categories as well as overall time. Any contestant finishing within three and one-half hours would automatically qualify for other national marathon runs sanctioned by AAU and U.S. Track and Field Federation.

During the past year Wilder has taken part in several local runs including serving as the pacer in the recent YMCA seven mile run for the Arch.

ACSM/ASP Program Ready

Preliminary programs are now available for the 1978 American Congress on Surveying and Mapping/American Society of Photogrammetry annual convention.

The convention will be held at the

SO, SUE ME!

Are you listening?

by E. F. Wojtanowski

Must an employee's every frustration and disappointment become the subject of a grievance procedure?

Should communication between employees and supervisors concerning work-related dissatisfactions be limited to formal complaints that are filed, witnessed and subjected to arbitration?

Is it productive to treat an employee's questioning of policy on training, promotion or retention as a challenge to the supervisor?

When an employee is unhappy, some supervisors try to prove that the worker has no basis for legal action when they should be trying to correct the situation without creating a "Federal case." Telling an employee that complicated grievance procedures are available simply implies that the employee must make a formal complaint or keep quiet.

An employee, who is biting his tongue, is not apt to be very productive, and when he feels that he must get support or information from fellow workers, more manhours are diverted from the mission.

Thus, the supervisor who brandishes a "sue me" attitude in dealing with indications of dissatisfaction, invites unnecessary turmoil and expense for the agency as a whole.

In contrast, a good manager listens when an employee complains, even if the "grievance" isn't something the employee can take to court.

Reorganizing Initiative Announced by President

The President has taken six new initiatives in reorganizing the executive branch.

The Administration has surveyed members of the House and Senate to find which Federal programs result in the most day-to-day problems for constituents.

Members of Congress listed those Federal programs which, based on Congressional casework, cause the most public dissatisfaction, frustration and confusion.

"Members of the House and Senate spend a good part of each

month's "economic policy and analysis machinery." The Reorganization staff will look for ways to improve the way economic policy decisions are made and carried in four areas:

- To increase the Federal Government's capacity to conduct economic analysis of particular industries or regions,
- To link foreign policy with economic decisions,
- To eliminate overlapping functions among economic agencies, and
- To ensure that economic

sumption of funds," the President said.

"The objective of this review is to improve the Government's capability to address the nation's needs for Government's capability to address the nation's needs for adequate supplies of reasonably priced, safe, and nutritious foods."

A fourth initiative is improvement of the Federal system of justice.

The President said, "Lawyers are often available only to the wealthy and the poor. There are many backlogs in the courts."

He added that inequities are not totally the Federal Government's responsibility, but that the Federal Government should provide a model and encourage State and local governments to improve.

Harvey Nelson/8222; Secretary - Horace Jackson/8252; Board of Governors - Capt. Tweed/4627, Tony Birkenmeier/4402, Bill Gass/8193 and Charlie Lambert/8180.

Courses selected are: Triple Lakes, Columbia, Clinton Hill, Belk Park, Tamarack and Crystal Lake.

The convention will be held at the Washington Hilton, Washington, D.C., February 26 - March 4. The theme is, "Measuring and Interpreting the Shape of Things."

For programs or information contact Ron Brewer, Chairman Publicity Committee, 9206 Fairhaven Avenue, Upper Marlboro, Maryland, 20870.

Senate spend a good part of each day helping people cut through Government redtape," President Carter said. "They know firsthand how the Government looks from the receiving end of the services."

Second, he has directed the Reorganization Project staff at the Office of Management and Budget to review the Federal Govern-

agencies, and •To ensure that economic decisions are carried out.

A third reorganization initiative is a review of the Federal food and nutrition programs.

"The Federal Government is unable to respond as effectively as it should to the important changes taking place in the production, processing, marketing, and con-

model and encourage State and local governments to improve.

A fifth reorganization initiative has begun study of Federal preparedness and response to disasters. In part, this study will focus on better planning for and coping with the effects of major disasters. In addition Federal agencies should, without delay, effectively coordinate with State and local authority, the President said.

Sixth, a comprehensive review of natural resources and environmental programs is also being conducted.

These programs are now dispersed among eight departments and numerous agencies with other departments and agencies involved less directly, leaving "no way to coordinate their policies and actions."

BAG Food Drive

The Aerospace Center Black Awareness Group (BAG) reports that their food drive for needy families is going well as Center employees are cooperating in providing food and cash. The project, termed Thanksgiving Food for the Needy, has several collection points in the Center. If you have something to donate contact one of the following individuals: Ferdinand Buffington, 4630; Louis Foster, 4424; Lonzell Williams, 4424; Robert Franklin, 4443; Gloria Ross, 4394; Emmett Hale, 8116, Leon Jones, 8281.

New Government Service Pay Scale (Reflects 7.05% Pay Raise Effective Oct. 1, 1977)

Grade/Step	1	2	3	4	5	6	7	8	9	10
GS-1	\$6,219	\$6,426	\$6,633	\$6,840	\$7,047	\$7,254	\$7,461	\$7,668	\$7,875	\$8,082
GS-2	7,035	7,270	7,505	7,740	7,975	8,210	8,445	8,680	8,915	9,150
GS-3	7,930	8,194	8,458	8,722	8,986	9,250	9,514	9,778	10,042	10,306
GS-4	8,902	9,199	9,496	9,793	10,090	10,387	10,684	10,981	11,278	11,575
GS-5	9,959	10,291	10,623	10,955	11,287	11,619	11,951	12,283	12,615	12,947
GS-6	11,101	11,471	11,841	12,211	12,581	12,951	13,321	13,691	14,061	14,431
GS-7	12,336	12,747	13,158	13,569	13,980	14,391	14,802	15,213	15,624	16,035
GS-8	13,662	14,117	14,572	15,027	15,482	15,937	16,392	16,847	17,302	17,757
GS-9	15,090	15,593	16,096	16,599	17,102	17,605	18,108	18,611	19,114	19,617
GS-10	16,618	17,172	17,726	18,280	18,834	19,388	19,942	20,496	21,050	21,604
GS-11	18,258	18,867	19,476	20,085	20,694	21,303	21,912	22,521	23,130	23,739
GS-12	21,883	22,612	23,341	24,070	24,799	25,528	26,257	26,986	27,715	28,444
GS-13	26,022	26,889	27,756	28,623	29,490	30,357	31,224	32,091	32,958	33,825
GS-14	30,750	31,775	32,800	33,825	34,850	35,875	36,900	37,925	38,950	39,975
GS-15	36,171	37,377	38,583	39,789	40,995	42,201	43,407	44,613	45,819	47,025
GS-16	42,423	43,837	45,251	46,665	*48,079	*49,493	*50,907	*52,321	*53,735	
GS-17	*49,696	*51,353	*53,010	*54,667	*56,324					
GS-18	*58,245									

* The rate of basic pay for employees at these rates is limited by section 5308 of title 5 of the United States Code to the rate for Level V of the Executive Schedule which, pursuant to Public Law 95-66, remains \$47,500.