

Energy Crunch Still Here; Center and Employees Doing Their Part

Last issue we reported the request by the electric utility serving the St. Louis area for customers to voluntarily reduce power consumption by 30 percent to meet the pressing demands of the coal crisis. This issue we are pleased to report that the Aerospace Center and its cooperative employees have done their part and more to achieve major energy conservation reductions. Since last issue the Center has reduced energy

consumption by 31 percent without impairment to its mission.

This reduction is possible through the cooperation and understanding of employees who have adjusted to the work temperature and humidity changes. Thanks to that cooperation the Aerospace Center has been the first of the government agencies in St. Louis to inform Union Electric that it fully intends to cooperate with private in-

dustry in the area to reach a 30 percent power usage reduction.

"While our mission is critical to the national defense posture," said Col. James St. Clair, Aerospace Center Director, "we will strive to maintain our productivity while at the same time decrease our overall usage of electrical power. If all Federal agencies and private industries strive to decrease their consumption of electrical

energy then perhaps we can weather the current crisis without undue hardships, in terms of layoffs, for anyone in our area."

Actions taken initially to reduce electric consumption involved the shut down of one 280 ton chiller unit, a 75 h.p. chilled water pump, a 7,500 watt electric humidifier, and one 75 ton chiller unit at the South Annex. These resulted in a reduction of 10.6 percent.

During the first week of March further actions were taken that brought the reduction to the 31 percent level. These added actions included rotational shut down of approximately 26 air handling units within the main production building at 2nd

Street installation; some air handling units in the new wing of the building were taken out of continuous operation mode; eight of the 15 fan units in Building 25 were shut down; another 75 h.p. condenser water pump was shut down; and approximately 100 water coolers were unplugged (available city water is chilled to 45 degrees in the pipes).

"Center personnel can greatly assist conservation efforts," said Lt. Col. Kenneth Cowan, Facilities Engineer, "by insuring that all unnecessary or idle equipment, appliances, instruments, systems, lights, office machines, etc. are turned off when not in use."

Orienteer

DEFENSE MAPPING AGENCY AEROSPACE CENTER

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Kristmann Elected National Director



The Base Restaurant Council has authorized and funded the redecoration of the 2nd Street dining hall facility.

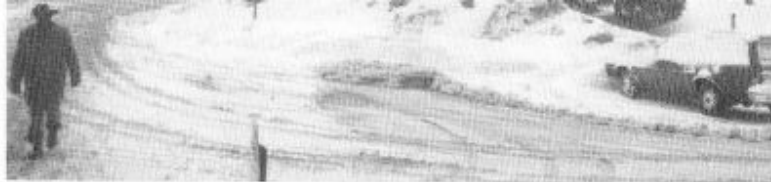
Spurred by the establishment and decor of the Lindbergh Room, the Restaurant Council has called on outside professional help in the selection of a theme, new floor and wall coverings and new tables and chairs.

With the increased patronage, the primary objective will be to

create a pleasurable dining atmosphere, reported a council officer. A secondary objective will be a multi-use room for classes, meetings and dancing.

The redecoration is now in progress and minor adjustments are being made in plumbing and interior walls. The Council ask patrons to, "Please, excuse our dust" during the construction period.

2nd Street Dining Hall Redecoration Planned



Whatever Happened to Spring?- -

That was the question being asked most during the first full week of March as Old Man Winter let everyone know he was still in command. This picture was snapped out the Building 36 front door and is representative of the mood that befell St. Louis on March 8. Snow removal crews worked night and day in an effort to stay ahead of the drifts. Employees found their cars "slithered and slud" up the Arsenal and Utah Street hills at the 2nd Street installation and the South Broadway hills at South Annex.

ODS Formation Plans Progress

Representatives of the Office of Distribution Services Implementation Group were in St. Louis recently to explain the new organization's impact to members of the Aerospace Center work force that might be effected.

The Office of Distribution Services, or ODS, was created during the recent Hydrographic/Topographic Centers consolidation study. General Order No. 4 of the Defense Mapping Agency, dated November 23, 1977 directed the establishment of the Office on the 18th of September 1978.

The authorized manning of the ODS will total 444 military and civilian personnel. It will be

manned by transferring all direct distribution and distribution support type billets from DMAHC, DMAAC and DMATC, including the complete transfer of all DMA depot and field distribution office billets, according to the February consolidation communique from the implementation group.

The transfers will be accomplished through functional transfer.

Aerospace Center personnel involved in the ODS establishment were briefed by the Implementation Group representatives on rights of employees involved in the transfer of distribution responsibilities.



John Kristmann, PR, has been elected as National Director of the American Congress on Surveying and Mapping.

The announcement was made during the recent ACSM/ASP National Convention held in Washington, D.C.

Kristmann has been active in the St. Louis Section of the ACSM for a number of years. He has served on the membership committee, as chairman of the nominating committee, director, and as the chairman of the section.

As a national director he will be involved in the policy making decisions of the Congress.

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National Junior Science Students Tour Center



The top high school science students of the Missouri-Illinois secondary schools toured the Aerospace Center last Friday as part of a two day symposium held on the campus of the University of Missouri-St. Louis. The symposium, co-sponsored by the university, Department of the Army and the Federal Business Association, brings together the top high school science students in competitive presentation of research projects and experiments. The tour of the Aerospace Center is one of two field trips arranged for the students who are interested in the mapping, charting and geodesy associated disciplines. While at the Center the students were provided an overall briefing on the products and services of the Center as they are used by the Aerospace forces and work area briefings on compilation and color separation, the printing process and digital data in support of simulation. This is the fourth year that the Center has hosted the touring group.

Much Owed to Few

Blood Program Shows Decline; 374 Donors Over Gallon

Despite 374 individuals who have amassed more than one gallon in blood donations, the Center's overall bloodmobile donations have been declining in recent years.

Statistics compiled by the Comptrollers Office indicate an overall giving percentage (based on total population) of 26.6 percent for 1977.

Compared with 29.5 percent for 1976 and 32.1 percent for 1975 the trend indicates a need for concern about the program before it reaches below the Red Cross area

average of 25 percent.

The Aerospace Center has had a consistent record of above average performance through the years thus assuring the ability of any employee or his family to benefit from the Red Cross blood program with minimum cost.

The statistics also indicate that the total population of the Aerospace Center owes a great deal to a few regular donors who keep the program alive and highly competitive in the St. Louis community.

In the Center work force there are 199 individuals who have a total donation of 8 pints or more; 104 with 24 pints or more; 39 with 40 pints; 14 with 64 or more pints; 6 with 80 or more and one individual who has exceeded 100 pints.

Organizationally, the Printing and Distribution Department has the largest percentage of donors with 42 percent. They are followed by the Aeronautical Information Department, Comptroller and Civilian Personnel Directorate.

Recent Cartography Class Graduates

Pictured below are graduates of the Cartography Class 78-B (from left to right 1st row): Deborah Zimmerman - Southern Illinois University; Kathy Kruger - Rutgers University; Brenda Schoenbeck - Berea College. Second row, left to right: Dan Gwinn - Southwest Missouri State University; Glenn Morgan - Parks College; Mary Keough - University of Missouri; Dean Bilden - Northwest Missouri State University; Kent Wroughton - William Jewell College; Steve H. Cline - Southern Illinois University. Third row, left to right: John Lengyel - Southern Illinois University; John Tiner - Harding College/Duke University; Jack Eckhard - St. Louis University; Phillip R. Butler - Southern Illinois University; Wayne W. Wilson - Florida State University/Oregon State University; Kevin Spittler - Wittenberg University; Jim Murray - Southern Illinois University; Dave Gillett - Murray State University; Cleodora E. Alexander - St. Louis University.



Graduates of Class 78-C included (from left to right 1st row): Bob Wilhelm - University of Missouri (Columbia); Steven E. Giles - Southern Illinois University; Bobbi Lenczowski - Creighton University/ St. Louis University; Ted Isringhaus - University of Missouri. Second row, from left to right: David L. Douglas - Southern Illinois University; Fred D.W. Sanders, Jr. - Louisiana Tech University; Bruce Brock - Southern Illinois University; Zane H. Thompson - University of Nebraska at Omaha; Robert Banks - Harros-Stowe College; Timothy Murray - Southern Illinois University. Third row, from left to right: Martin M. Kirohn - United States International University/ San Diego State

Air Force Assistance Fund Gets An Assist



Bits And Pieces

From the Black book:

As I sit, looking out the window at the falling snow, I long for the site of the plow churning its way down the street and over the rise to the turn-around in front of the house. I realize the longing is not one of normalcy for an editor who is fortunate enough to have found himself snowbound at home on a 'put the paper to bed' day. But let me tell you what being snowbound at home means. First of all consider a few background facts: the children are home from school; the wife hasn't been out shopping for three days; the snow is falling, mixed with ice, making outside playing out of the question; I never got around to buying the space heater for the garage so the workshop temperature is 23 degrees; and the television



Lt. Gen. Abner B. Martin, USAF Director of DMA, was the first person in the Agency to make a pledge of support for the Air Force Assistance Fund campaign, which was kicked off on February 22. With him is Maj. J.M. Butler, USAF, of the Headquarters Manpower & Management Division, this year's campaign chairman. The "on-the-job" appeal to active and retired personnel is made to raise funds for providing support to the Air Force Enlisted Men's Widows and Dependents Homes and the Air Force Village as well as other activities that provide assistance to Air Force personnel and their families in emergency situations. DMA personnel who are approached are encouraged to give generously. Maj. Jack Dills is the Aerospace Center project officer.

February Promotions

The following people received promotions during the month of February: Gale W. Godfrey, GS-6; John T. Hensley, GS-6; Cynthia R. Mongeon, GS-5; Ernest E. Adams, WS-8; Francis J. Aufmuth, WP-21; Billie J. Blackwell, GS-9; Jerry A. Cook, WP-21; Dennis R. Crain, WG-5; Eleanor L. Dicus, GS-11; Janet M. Garleb, GS-4; Loren D. Hicks, WG-8; Christine E. Hoelker, WG-5; Jo Ann Ing, GS-4; Thomas J. Konieczny, GS-6; John B. Labusier, WP-21; Marie J. Pratto, GS-4; Kathleen M. Splean, GS-4; William F. Zavadil, WP-21; Harry R. Burris, Jr., GS-9; Tai Wha

Chun, GS-11; James J. Corbett, GS-9; Raymond G. Donner, GS-9; Steven M. Duros, GS-9; Kenneth G. Haertling, GS-9; David W. Hudleston, GS-9; Delores Johnson, GS-5; Louise M. Johnson, GS-5; Richard H. Johnson, GS-9; William E. Lane, GS-9; Joyce C. Marks, GS-12; June M. Ruckman, GS-5; Michael L. Schleifer, GS-9; Archie A. Schoenbeck, GS-11; Diane C. Slesinski, GS-5; Irl W. Smith, GS-11; Donald E. Tuttle, GS-9; Beverly A. Williams, GS-9; Linda M. Brown, GS-9; Wallace D. Erwin, GS-11; Robert H. Sport, GS-11.

programs are all 1960 reruns. All these facts add up to four people pretty well confined to the family room and kitchen with an occasional dash to the bathroom and all trying their best to get on each others nerves for the lack of something better to do. I started out to catch up on my reading but my wife decided that the living room furniture needed rearrangement and since I was home, well. After three or four rearrangements, I lost count, the room looked the same as when we started. Returning to my book I soon discovered that children five and 11 don't get along well all the time when confined to one play area (something my wife's been saying all along). Settling the feud with fatherly wisdom, (play in your own rooms), I returned to reading. The next interruption was that of the dog, who, for the lack of something else to do, had wrapped his chain around the tree in the yard sufficiently to change his bark into a howl. Donning my parka, boots and gloves I set out to free man's best friend. So happy was he with the emancipation that he showed his gratitude by knocking me down the creek bank. After clawing my way back up, getting out of my wet clothing and filling my insides with a warming substance, I now sit at the typewriter with one eye cast toward the street in the hopeful anticipation that the snow plow will release me from my sanctuary and let me get back to work.

University; Bill Small - Missouri Baptist College; Mark Shenberg - State University of New York at Buffalo; Dave Gleason - Cleveland State; Donald Mumm - University of Missouri (Columbia); Theodore McNeal - St. Louis University; Donald Hoffmann - Central Missouri State University.



Whitewater Race Photos Displayed

A series of photographs by John Gulliksen, SDT, depicting the annual Missouri Whitewater Championship Races are currently being displayed at Moors' Alpine Ltd., 14 N. Gore in Webster Groves.

The photos will be on display throughout March.

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

BONDS MAKE TOMORROW

Retirements Total Over 200 Years

DOROTHY M. VEATCH, ACK, retired effective February 10, with 22 years, 4 months total Federal service. She had been at the Kansas City Office since February 1955 and was assigned as a cartographic technician.

Miss Veatch said she plans to continue activities in the church, The American Business Women's Assn., travel some and enjoy her home and yard.

HARRY WEINMAN'S, ACAC, mandatory retirement was effected on March 5, with 35-1/2 years total Federal service.

His Federal service began in August 1942 when he joined the Army Map Service in St. Louis as a cartographic aide. He moved to Washington when the office was relocated there. A year later, in November 1948, he returned to St. Louis and the Chart Center and was assigned to the Photogrammetry Division. He was reassigned to the Cartography Department where he was assigned as a cartographer until retirement.

"I'm going to take it one day at a time," said Weinman. He and his wife plan to visit Arizona and maybe Florida. Also plans to do a lot of work on the house and just may sell it and settle in Arizona.

Retirements effected in January for which no information was furnished the *Orienter*, include:

OLIVER C. GILBERT'S, SD, disability retirement was effected on January 3. He had over 31 years total Federal service with 5 years at the Center as a photographer.

CLIFFORD N. AUSTIN'S, ACK, retirement was effected on January 6 with 26 years total Federal service. He was a cartographer and had been at the Kansas City office for over 23 years.

HUBERT J. CHARTRAND, ACK, retired effective January 6. He was a cartographer and had 28-1/2 years total Federal service at the Kansas City Office.

MICHAEL W. HERNANDEZ, ACK, retired effective January 6. He was a cartographer at the Kansas City Office and had 25 years, 5 months total Federal service.

GRANVILLE H. MORGAN, ACK, retired on January 6. He had over 25 years total Federal service and was a cartographer at the Kansas City Office.

FANNIE F. POPE, GDGB, retired effective January 6 with 35 years, 8 months total Federal Service. She had been at DMAAC for 20 years, 5 months and had been assigned as a geodesist since May 1958.

ILA O. MATTHEWS', GDCAA, voluntary (trial) retirement was effected on January 7. She was a cartographer and had over 22 years total Federal service with 15 years, 3 months at the Center.

ROBERT K. BREWER'S, PDA, disability retirement was effective on January 27. He was a platemaker and all but 3 years, 2 months of his total 28 years, 7 months Federal service was at the Center.

Caricatures on Display In Dining Hall Exhibit

Aerospace Center Takes 21 Awards In DMA Awards Day Competition

The Aerospace Center and its people have taken 21 major awards in the Defense Mapping Agency annual Awards Day competition according to agency Director, Lt. Gen. Abner B. Martin.

The awards will be presented during special ceremonies March 31 in the Defense Mapping School Auditorium at Ft. Belvoir, Va.

Recipient of the Defense Mapping Agency Civilian Service Award will be Philip Rahall, deputy director for Programs, Production and Operation of the Aerospace Center.

Selected among the 17 DMA Outstanding Employees of the Year were Dr. Marshall

Faintich and Darryl Taylor of the Center.

Receiving DMA Awards for Achievement in Equal Employment Opportunity are Ms. R. Eleanor Mandel and Ms. Jacquelyn M. Parks.

Seventeen Special Act awards will be presented to Center employees as part of the group awards program. Certificates will be accepted by the Center Director in the Washington ceremonies for special presentation to the employees in St. Louis ceremonies. Special Act awards went to: Marcus Anderson, William Cannell, Eugene Ceglinski, Lawrence Doepke, David Fahy, Eugene Gamble, John Gulliksen, Dr.

Raymond Helmering, George Jokerst, Paul Lambeck, William McFain, Randall Nagel, Darryl Rue, Lawrence Schwaller, George Thorn, Eugene Vogt and James White.

The commendation for the suggestion of highest cash award will be awarded to Doyle Bailey of the Aerospace Center.

Selected as one of two DMA Handicapped Employees of the Year was Edwin Christman, Jr. of the Center.

The final award, that of DMA Effectiveness/Productivity, will be presented to the Aerospace Center and will be accepted on behalf of all employees by the Center Director.

Swanson Selected For West Point

Erik Swanson, son of Lt. Col. Robert Swanson, PRP, has received word of his selection for appointment to the United States Military Academy (West Point) by Congressman Brown of California.

Erik is currently a senior at Parkway West High School and is also considering Air Force Reserve Officers Training Corps scholarships.

The action for appointment was initiated when the Swanson's were living in California and Colonel Swanson was commander of the Aerospace Center Cartographic Technical Squadron at March

February Honor Roll

35 YEARS

Guido Tesi.

30 YEARS

Terrence R. Carroll, Elzee Owens, William J. Meehan, Melo T. Radovich, Jr., Edwin J. Ollar, Gerald A. Gruner, Donald R. Reeve, Harold R. Hoy, John J. Moreiko.

25 YEARS

Charles H. Meystrik, Carlos J. Villalobos, Ethel J. Tichenor.

20 YEARS

Jimmie C. Gray, Anna M. Dotson.

15 YEARS

Edward R. Powers, Jr., Elio M. Barbis, Roy E. Barnette, Charles E. Piller, William H. Randall, Bonnie J. Williams, Harold K. Fisher, Max E. Gulley.

10 YEARS

Marie E. Simmons, Charles L. Skipper, Julie Presnell, John F. Schweitzer, James J. Starr, Jr., Gail P. Brown, Linda F. Pat-



Twenty-six caricatures drawn by Bill Cummings, ACACB, are currently on display in the 2nd Street Dining Hall. mediums to create his abstracts and caricatures of many well known personalities.

As a child the artist painted pictures on old window shades but today he uses a variety of Artistic depth is shown by Cummings in his use of line weights and solid masses.

Women's Club Produces Cookbook

The Aerospace Center Women's Club has published a 90 page cookbook and currently have copies available for sale.

The cookbook, spiral bound, is a collection of favorite recipies

submitted by members of the club and wives of Center personnel.

Cost is \$3.50 per issue and anyone desiring a copy may contact Eileen Sinnwell at extension 4783.

February Policeman



George F. Treon's, SOPB, performance during the month of February has earned him the distinction of Security Policeman of the month, according to Security Police officials. His alertness and attentiveness to duty prevented non-government personnel from entering the DMAAC installation without proper authorization.

Treon has 37 years total Federal service. He served in the U.S. Army from January 1942 until retiring with rank of master sergeant in September 1962. He has been at the Center over 12 years.

He and his wife, Mary, have three sons and one daughter and reside in the South St. Louis area.

OUTSTANDING PERFORMANCE RATING
Robert W. Ballew, John G. Bathe, Billy L. Decker, William C. Mahoney, Rogers R. Robinson.

**OUTSTANDING PERFORMANCE RATING/
QUALITY SALARY INCREASE**
Ronald Beckeman.

**OUTSTANDING PERFORMANCE RATING/
SUSTAINED SUPERIOR PERFORMANCE**
James H. Scates.

QUALITY SALARY INCREASE
Phyllis A. Cass, Marvn H. Grawe, David L. McCanna.
SUSTAINED SUPERIOR PERFORMANCE
Kenneth A. Bien, Johnny L. Coleman, Robert F. Day, Leon P. Fennell, Harold J. Hogan, Ruth B. Hogan, Eldon A. Kiraly, Theresa A. Kramer, Ronald N. Land, Ronald S. McMillan, L.C. Smith, Jeffrey T. Winter, William F. Zavadil.

SPECIAL ACHIEVEMENT AWARD
Marcus D. Anderson, William D. Cannell, Eugene C. Ceglinski, Lawrence B.A. Doepke, David P. Fahy, Eugene V. Gamble, John F. Gulliksen, Raymond Helmering, George F. Jokerst, Paul J. Lambeck, William E. McFain, Roger M. Mitchell, Randall B. Nagel, Joseph P. Racher, Darryl L. Rue, Lawrence W. Schwallier, George E. Thorn, Eugene I. Vogt, James C. White.

SUGGESTION AWARDS
Jerry A. Cook \$50.00; Richard A. Gephart, \$25.00; Donald F. Lingle, \$25.00; Donald J. Riggs, \$25.00; Robert L. Messinger, Edward Reinhardt, Francis G. Sethman.

White's Children Win Dental Contest

Darryl and Everett White, sons of LeRoy White, SDRG, were recent winners in the Greater St. Louis Dental Society Poster Contest.

The contest was open for children from third to twelfth grade.

Everett, who is 11 years old and in the 5th Grade at Waring School,

won first place in the 5th Grade competition and Grand Prize.

Darryl, 12 years old and a 7th grader at Bush School, won 1st place in his category.

Dan Dierdorf of the St. Louis Football Cardinals presented the awards to the youngsters. Dierdorf is honorary chairman of the Dental Week.

Dameron Retires From Hq



Yates Dameron, Jr., assistant Deputy Director for Plans and Requirements at the DMA Headquarters, retired from Federal service March 3rd.

He had entered government service as an apprentice artistic lithographer at the Engineer Reproduction Plant (forerunner of the Army Map Service) in Washington, D.C.

In addition to military service as a pilot and aerial photo laboratory commander during World War II, the retiree has served with the Army Map Service and the Defense Intelligence Agency before coming to the Defense Mapping Agency in 1972.

He had 35 years of Federal service at the time of his retirement.



Stress. It's a word we hear a lot, and it's part of our everyday existence. Although we can't get rid of stress, we can learn to cope with it.

Stress results from both physical and mental/emotional activity. Stress from emotional frustration is more likely to produce disease, such as ulcers. Physical exercise, on the other hand, can usually help people deal with mental stress.

Here are some tips to help you get a handle on stress:

- **Work it off**—If you're angry or upset, try to blow off steam physically by running,

playing tennis, or even taking a walk. Physical activity allows you an outlet for mental stress.

- **Talk out your worries**—It helps to share worries with someone you trust and respect. If you find yourself becoming preoccupied with emotional problems, it might be wise to seek a professional guidance counselor or psychologist. This is not admitting defeat. It's acknowledging you are an intelligent human being who knows when to ask for help.

- **Learn to accept what you cannot change.**

- **Avoid self medication**—Many chemicals can mask stress symptoms, but they don't help you adjust to the stress itself. Remember: the ability to handle stress comes from within you, not from the outside.

- **Get enough sleep and rest**—Lack of sleep can lessen your ability to deal with stress. If stress repeatedly keeps you from sleeping, tell your doctor.

- **Balance work and recreation**—All work and no play can make anyone a nervous wreck.

- **Do something for others**—It will get your mind off yourself and the stress-causing situation.

- **Take one thing at a time**—It's defeating to tackle all your tasks at once.

- **Give in once in a while**—Try giving in instead of fighting and insisting you are always right. You'll find that others will begin to give in, too.

More ways of coping are discussed in a new "Stress Fact Sheet," available free from the Consumer Information Center, Dept. 581F, Pueblo, Colo. 81009.



Pay Panel: Scrap 20-Year Retirement

by John Hart

Scrapping of the 20-year military retirement system in its present form was a decision reached last week by the President's Military Compensation Commission.

Specific details of how a modified retirement system will work remained for the commission to decide.

"As such, there will be no more 20-year retirement in the future if the commission's proposals are adopted," Commission Chairman Charles Zwick said at a public meeting.

As outlined at the meeting, the commission's proposals would call for participation in the retirement programs after five years of service, a trust fund program which would issue a payout and severance to those retiring after 10 years of service, and a retirement pension (annuity) which would be applicable at ages 55, 60 or 62—depending on term of service.

The commission agreed to recommend a "grandfather" clause for military personnel who have started their second enlistment or completed an initial term of obligated service in the case of the officers.

This means that those service people would be guaranteed the right to complete their military

careers under the existing retirement system.

Zwick said earlier, "The commission believes that if the Congress decides to legislate our recommended changes in retirement, current career service people should be guaranteed the right to complete their military careers under the existing system."

At the February 16 meeting, the commission agreed to recommend a Variable Housing Allowance (VHA) but to remain "mute" on a Fair Market Rental (FMR) proposal for service members occupying government quarters.

VHA would provide supplemental money to service members' basic allowance for quarters (BAQ) on a regional basis in high cost housing areas.

FMR would equate the value of military family housing with the cost of comparable rental property in the private sector. Several commissioners said they preferred leaving a decision on FMR to the Defense Department.

Full Travel

Full travel entitlements for the dependents of junior enlisted grades assigned both overseas and in the states was another area of agreement by the commission. The Pentagon in its FY 79 budget requested that Congress extend the

entitlements to junior enlisted personnel assigned overseas but did not include CONUS assignments.

The commission is also recommending that there should be some improvements in compensating service personnel for moving costs. No mention of the amount or manner for improving this item of compensation was made.

The commission agreed to recommend that the Secretary of Defense be given "total flexibility" in allocating the annual pay raise into three areas of Regular Military Compensation—basic pay, housing and food allowances.

Besides the issues of vesting, deferred compensation, and severance pay, other issues remaining for the commission to resolve include commissary, exchange, and health care benefits.

In general, the commission favors leaving those benefits intact. There may be some deferment of those benefits for personnel who separate from the military before completing 25 years of service.

Indications are that eligibility for those benefits would be linked to the criteria for receiving the pension annuity at ages 55, 60 or 62 under the new retirement plan.

CSC Suggests Major Change

Recommendations for a major reorganization of the Federal personnel system are being presented to President Carter, according to Chairman Alan K. Campbell of the Civil Service Commission (CSC).

The recommendations are those emanating from the Federal Personnel Management Project (FPMP).

Campbell said the guiding philosophy behind the recommended actions is that "managers need to have the authority and power necessary to manage," but also must, at the same time, be held accountable. This means, he said, greater flexibility in examining applicants; in rewarding, assigning, disciplining and firing employees.

One study Campbell cited found it took seven months to hire, and between eight months and three years for various kinds of disciplinary actions.

He also said present rules and regulations against the "spoils system" lead to "as much inefficiency as they were designed to prevent."

aries

March 21 - April 19

The Aries' competitive nature and urge to excel in everything makes you a money earner. But you tend to dissipate earnings in the luxuries you love. Put your ability for decisive action to work now to save for those big luxuries in your future—by joining the Payroll Savings Plan for U.S. Savings Bonds.

Scholarship Winner

Chris Johnson, son of Walter Johnson, ACAP, has been awarded an academic scholarship to Christian Brothers College high school as a result of achievement attained in the St. Louis Archdiocesan high school placement test.

Chris will graduate from St. Margaret Mary Alacoque Elementary School in June.

Drive To Arrive Alive!