

Van Pools May Be In Offing for Employees; Survey to Determine Feasibility

Van pools, the new buzz word in the energy crisis, may be around the corner for Aerospace Center employees if a soon to be taken survey indicates employee utilization and financing feasibility.

The possibility of van pools has been under study by the Center's Logistics Directorate ever since the gasoline crunch began to squeeze employees into service station lines.

According to Les Dreiman, LO project officer, the study has included an examination of existing van pool programs in both the private and government sectors across the country. "We have learned the problems and the benefits that others have noted," said Les, "and we feel that we are now ready to survey the employees of the Center to determine the feasibility of the van pool concept for the Aerospace Center."

The survey, which will be done in cooperation with the East-West Gateway Coordinating Council, will be accomplished during the next few weeks. It will be distributed to all military and civilian employees and will take only a few minutes to complete and return to LO.

The survey is important to determine the travel patterns of

employees; financial expectations regarding van pool payment; geographical locations of potential users; pick-up and departure points and other data essential to determining the usefulness of the van pool to the Aerospace Center employee life style. The responses will directly determine what actions the Center takes.

Van pooling is a new style of "carefree-carfree" commuting to work. It allows eight to 14 people to ride in the climate-controlled comfort of a modern van. The monthly cost of the van and its operation is divided equally among all the riders.

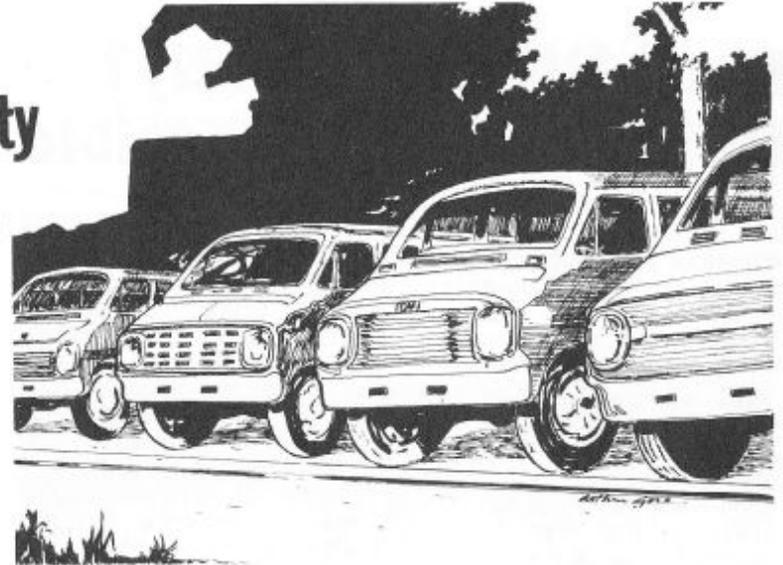
In most cases studied, one member of each van pool drives and takes care of the van. The other riders split all the costs of the operation of the van through a monthly fare.

Reports indicate that if you make a 40 mile round trip per day, in a year's time you could save more than \$1,500 by van pooling rather than driving alone. Earnings from van pooling increase the further you live from work.

So far the studies done by the Center and by other organizations indicate that van pooling improves employees attendance with less tardiness and absenteeism. Van

pooling saves gasoline and also reduces the need for parking facilities. (Each van pool can eliminate as many as 12 vehicles).

Despite the appeal of lower traveling costs, reliability and energy conservation, convenience seems to be the most appreciated result of van pooling. The riders usually get door-to-door pick-up and delivery. They don't have to fight rush hour traffic, but instead can relax, nap, read or enjoy the companionship of their fellow van poolers.



Orienteer

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Rahall Awarded MCS During Retirement Party

For the second time in his career Philip Rahall was awarded the Defense Mapping Agency Meritorious Civilian Service Award in special ceremonies July 21st at his retirement party.

He was cited for his distinguished service as Deputy Director for Programs, Production and Operations from January 1977 to July 1979. "During this period, he played a key and vital role in the development of program proposals resulting in a significant increase

of DMA resources in support of the cruise missile, flight simulator trainers, and other high priority aerospace weapon systems," read the citation.

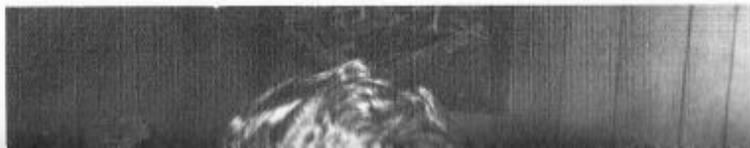
At the end of the ceremony the retiree turned the tables on the Center Director by presenting a special stained glass replica of the Aerospace Center seal to Colonel Burns. The seal was made by Rahall in his woodworking shop and will be displayed in a significant place within the Center.

GS-14 Promos Announced Along With Moves

Six GS-14 promotions and four 14 laterals were announced recently by the Director.

Promotions were announced for: Robert V. Lewis to PPGD; Glen E. Mulkey to PRRS; Adam W. Mink to PRRS; Francis M. Mirkay to ACT; John R. Hassell to GDM and

New DMA Director Makes First Visit to Center





Major Gen. William L. Nicholson III, USAF, signs the Aerospace Center visitors book for the first time as he visited the Center July 23 and 24th. The general was here for orientation briefings on Center activities as part of his initial visit to all the DMA components after taking command of the organization July 1st.

resulting in a significant increase significant place within the Center.

Clark Receives Astronomy Award for Work in Canada

Wayne Clark, GD, has been named the Amateur Astronomer of the Year by the Midstates Region of the Astronomical League.

The award was presented at the league's convention held at Missouri Western College in June.

This prestigious award was presented to Clark for his outstanding service to amateur astronomy. He was cited for his work and observations made in Manitoba, Canada during the total eclipse of the sun; for his

leadership as president of the St. Louis Astronomical Society; for the collection of data used by professional astronomers as a member of the American Association of Variable Star Observers; and for his astronomical observations used by Her Majesty's Nautical Office in London.

Clark has been employed at the Aerospace Center since 1965 and currently is assigned as a computer programmer in the Geopositional Department.

Bond Interest Raised

President Carter has approved an increase in the interest rate paid by the government on Series E and H Savings Bonds. Bonds issued on and after June 1 will receive 6½% if held to maturity, which will remain at 5 years for E Bonds and 10 years for H Bonds. The current interest rate is 6%.

The annual interest rate on outstanding E and H Bonds and U.S. Savings Notes (Freedom Shares) for the remaining period to their next maturity will also be increased by ½%. The improved

rate will be effective for bonds and notes which begin a semiannual interest period on and after June 1.

The interest rate increase will benefit the American families which hold about \$81 billion in outstanding Savings Bonds and Notes. No action on their part is necessary to take advantage of the higher rate.

The rate on the recently announced Series EE and HH Bonds, which will go on sale in January 1980, will also be increased to 6½%.

ACT; John R. Hassell to GDM and Norman L. Levine to ADD.

Lateral movements were announced for Darryl D. Taylor to GD, Jack Wallace to SDC, Gene A. Betz to STT and Joe W. Smith to SDT.

In another announcement, two employees have received promotions and assignments to the headquarters. Mikel Jackson receives a 13 and will be assigned to PPL at the headquarters. John F. Graham moves to a 14 position in PPA at the headquarters.

CFC Campaign Leaders Named

The Center Director, Col. Robert Burns, has announced the Center Combined Federal Campaign managers for the 1979 drive. Hamlett Kelly will serve as project officer with assistance from Betty Qualls.

Named as loaned executive for the Center to assist the overall East-West Gateway campaign office was Martin Zschiegner.

This year's campaign will begin in September with the major thrust during early October. Planning sessions and training will begin in August.

INSIDE

Carto Grads	2
Retirements	3
Sports	4

Been RIFed Recently? Retroactive Pay Possible

The new Civil Service Reform Act of 1978 provides for payment of retroactive pay and benefits when an employee is reduced in grade as a result of a reduction-in-force or reclassification action, according to a Personnel announcement.

The reduction in grade must have occurred on or after January 1, 1977, and prior to the effective date of the retroactive provisions of the Act. For St. Louis that would be January 14, 1979 and for Kansas City Office employees the effective date was January 21, 1979.

If you have been reduced in grade under one of the conditions mentioned you should obtain the Office of Personnel Management Form 1367 from the Center Civilian Personnel Office (David McCanna, ext. 4946). Complete the form and return it to DMAAC/PO, ATTN: McCanna, St. Louis AFS, Mo. 63118.

The ruling applies to current employees as well as past employees of the Federal

government.

The entitlement, if any, to retroactive pay and benefits under the Act will be computed by the current payroll office and appropriate payroll offices of any agencies in which the employee served subsequent to the reduction in grade which qualifies the individual for retroactive pay and benefits.

If during the designated retroactive period the employee was employed by more than one agency or serviced by more than one payroll office, they will receive a separate check from each agency and/or payroll office for their share of the retroactive payment. If no monetary entitlements are allowed the employee will be notified by the personnel office of last employing agency.

To have the entitlement to retroactive pay and benefits computed the employee (or survivor) must file a copy of OPM Form 1367 with the last employing agency.

FEW 10th Annual Training Conference

DMA was well represented among the 2300 attendees at the Federally Employed Women's 10th Annual Training Conference in Seattle, Washington during July. Tacy Cook, DMA Public Affairs Officer, took an impressive exhibit which drew much attention. Cook is the 1979-80 Editor of the FEW News and Views, the FEW National publication, and is the publicity chair for the 1980 FEW National Training Conference to be

DMAAC was represented by Charlene Gill, outgoing manager of St. Louis Region FEW, and founding president of the Arsenal '76 Chapter; Barbara Savalick, DMAAC FWPM and president of Arsenal '76 Chapter FEW; and Katherine Jungewaelter, vice president of Arsenal '76 Chapter FEW. Anna Wolfrum, FWPM for DMAAC, KCO and secretary of the Truman Chapter FEW, was also visible in Seattle.

Bits And Pieces

From the Black book:

For me the vacation is over and it's back to the old typewriter. The only problem with taking a vacation is that it comes to an end much sooner than expected. Ours was enjoyable—a little floating, a little camping, lots of tennis and several "honey do" projects. You'll note that fishing was omitted from the list. That was done only to save the fish any embarrassment because they didn't show up at the new lure tryout party.

-O-

Another bad thing about vacations when you're in the business I'm in is that when you return to work it takes a couple of days to get caught up on all the grapevine happenings. One of the stories was about the fellow who ran over to one of the local base commissaries during his lunch hour (you can't get there and back in a lunch hour) and while doing his shopping turned the corner around the canned corn to meet face to face with the Director (who, we hasten to add, was on leave for the week.) They exchanged, we understand, one of those, "I know you know and wish you didn't know" looks.

-O-

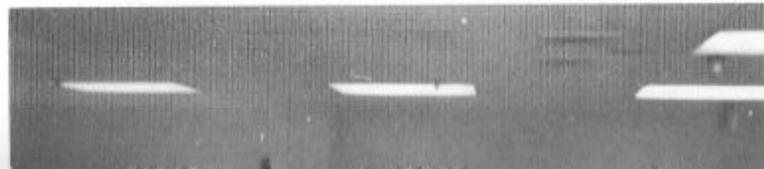
I also got back just in time to MC the Phil Rahall retirement party which was a pleasure to do. And isn't it just like Phil after all these years of giving of himself to the agency to finish with giving a little more. I refer, of course, to the

Carto School Grads



Recent graduates of Cartographer Class 79-B are: (first row, left to right) Ward R. Bradley III, Harris Teachers College; Arthur Grover, Southern Illinois U.; Thomas Urbom, Fort Hays State U.; Bruce Myles, Central Missouri State; Paul Conrad, Fort Hays State U.; Thomas Mays, Murray State College; Charles Staggs, Morehead State U.; Douglas O'Neill, South Dakota State U.; James Johnson, U. of Missouri; (second row, left to right) William Pryor, Florida State U.; Jeb Scott, Texas Tech. U.; Gregory Kaszuba, State U. of N.Y.; Ralph Johnson, San Jose State U.; Robert Crowell, Drury College; Lois Fast, Ohio State U.; Zoe Pemberton, Florida State U.; Daniel Breen, U. of Northern Colorado. Not shown: John Tuley, U. of Evansville; Martin Nielsen, Kansas State U.

State Surveyors Tour During National Meet



held in Washington, D.C.

Pauline Tsui, DMAHTC Federal Women's Program Manager (FWPM) and Chair of the Potomac Palisades chapter Advisory Committee wore another hat at the conference. As National President of the Organization of Chinese American Women, Ms. Tsui was honored as installation officer for the incoming FEW National Officers for the 1979-80 year. Using the Conference theme, "Building for the FEWture," she developed a unique ceremony presenting each officer with a beautiful pendant of jade, rose quartz, and brown quartz or sodalite.

Charlotte Kubota, founding President of Potomac Palisades Chapter FEW, was appointed Chair of the FEW National Finance Committee for 1979-1980 and Chair of the Printing Committee for the 1980 training conference.

Honors

Michael Finklang, son of Frank Finklang, ADDP, graduated Magna Cum Laude recently at Southeast Missouri State University at Cape Girardeau.

He received a BS degree in business administration, with a major in accounting. He also received an associate degree in computer science. He plans to continue his studies in preparation for the Missouri CPA exams given in November.

Catherine Myers, FWPM DMAHTC Providence Office was installed as regional manager of the New England Region. DMAODS was represented by Mollie Apollony, FWPM and treasurer of Potomac Palisades Chapter FEW. Jeanne Bailey, FWPM for IAGS and founding president of Canal-Zone Chapter FEW, was also in attendance.

Last but not least, Cloyd Myers recently retired deputy director for DMAHTC Providence Office, and John Apollony, DMAHTC/PP, were quite helpful in "manning" the DMA exhibit.

New ASP Officers

New American Society of Photogrammetry - St. Louis Region officers have begun their work for the 1979-80 year. New president is John Hassell; Ronald Pierce, 1st vice president; Tom Grunzinger, 2nd vice president; and Barbara Elftman, secretary.

Named as regional directors were: Dave Alspaugh, Neil VanDermeulen, and Len Yarborough. Continuing in terms of regional directors were: Sandral Jones, Dale Willeford, Bob Edwards, Darrel Baker, Beverly Barsh and Dr. G. Elphinstone.

Bill Hemple will continue his term as National Director.

more. I feel, of course, to the stained glass DMAAC seal that he made and presented to the Center. A fitting touch to a splendid career.

dlb ...

In Sympathy

Everett V. Anderson, retiree, died on June 13 at Tampa, Fla., his home since retirement. He was assigned as Motor Pool Supervisor at time of retirement in the late 60's. He is survived by his wife, Grace, and a son and daughter.

Services were held on June 16 with interment at Mt. Hope Cemetery.

Word was received by the Orientor of the death of Leo Rickey, a retiree, on June 22nd.

He was assigned to the Missile Support Department at the time of his retirement in February 1969. He had spent 10 of his 27 years Federal service at the Center. He is survived by his wife, Georgia,

Walter A. Barry, retiree, died of a heart attack on July 4.

At the time of his retirement in the mid 60's he was assigned to FEM as general foreman at 8900 South Broadway.

Interment was in St. Petersburg, Fla. where he resided since his retirement.

He is survived by his wife, Leona



Members of the American Association of State Surveyors listen and watch intently to a briefing by Harry Holmes on the Lineal Input System. The surveyors toured the Center June 29th as part of their national convention held in St. Louis. In a letter to the Director following the tour they complimented the Center on its expertise. "One of the other things that I think most of us were impressed with was the capability of your staff in explaining the operation and the procedures you have set up for the tours," said Robert Myers, Missouri State Land Surveyor.

and a daughter.

Walter J. Shuster, PDF retiree, died on July 15. At the time of his retirement in October 1972, he was assigned as bindery and finish work foreman. All but three years of his 24 years total Federal service were at the Aerospace Center.

He is survived by his wife, Carol, two sons and two daughters.

Services were held on July 18 with interment at Laurel Hill Gardens.

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. Robert C. Burns
Director

David L. Black
Chief, Public Affairs Office
Editor

Summer Retirements Make Long Vacations

STEVE J. HRABOVSKY, ADDPD, retired on June 15th lacking one month for 36 years total Federal service.

He came to the Aerospace Center in November 1963 and since then has been assigned to the Aeronautical Information Department as an aeronautical information specialist.

HENRY J. WEDIG, GDGB, retired on June 15th with 20 years, 4 months Federal service. He served in the military during WWII from February 1942 until November 1945. He served in the European Theater of operations assigned to artillery observation.

He had been at the Aerospace Center since September 1963 as a geodesist.

"My office in Poplarville, Miss. will deal in oil and gas leases, minerals, royalties, geological consulting, real estate, etc.," said Wedig.

"We will also have an antique shop where we have already shipped several loads down. We will build our new home near Poplarville. We both enjoy travel, camping and fishing when we have time. I will miss the many friends and acquaintances in the St. Louis area."

BILLY W. ELLIOTT, ADDSA, retired on June 29 with 34 years, 2 months total Federal service. During WWII he received a commission in the Army Air Corps in 1943. He was a pilot, Troop Carrier, dropping paratroops on invasions of Sicily, Italy, Normandy and Holland.

He was an Air Traffic Control operator (GCA) prior to joining the Aerospace Center in May 1965. He was an aero information specialist in the Aeronautical Information Department.

"No firm retirement plans

MORRIS J. WILLIAMS, Jr., ACAC, retired on July 10 just one month after reaching 33 years total Federal service. He served in military from March 1943 until March 1946. He served as a rifleman in C Company, 101st Infantry Regiment, 26th Infantry Division in the European Theater of Operations.

He worked at the Army Finance Center from May 1949 until October 1951 when he transferred to the Aeronautical Chart Plant. He was assigned to the Photogrammetry Division, the Missile Support Department and, at time of retirement, was a supervisory cartographer in the Aerospace Cartography Department.

He is retiring to his farm near Bismarck, Mo.

HERBERT R. DURBIN, ADDSD, retired on July 14 with 32 years total Federal service, with all but his three years military service assigned to the Aeronautical Information Department.

He served in the Army Air Corps from 1943 to 1946 and at time of discharge was a GCA Crew Chief attached to the 104th Army Airways Communication System with Headquarters at Langley Field, VA.

He started work at the Aeronautical Chart Plant on June 27, 1950 assigned as a carto aid in the final assembly unit. Since that time he worked as a draftsman, analyst, editor and was detailed to the Aeronautical Publications Branch to participate in the FLIP conversion of the Special Edition RFC, US-RFC and USAF/USN FLIP Planning Chart - Low Altitude US. He was also assigned to the AID Production Office and participated in contract activities, ASSOTW production and chart

Pierron, IL, which he owns," said Durbin. "Also plan to relax a little around the house and take care of the many maintenance jobs that go with owning a home. Would like to travel some and visit my relatives, but the future doesn't look too promising."

June retirements affected, for which no information was received by the Orientor, include:

RUDY L. SIMANEK, PPCA, retired on June 15 with 34 years, 4 months total Federal service. All but three of those years were at the Aerospace Center where he was assigned as a production analyst.

BILLY G. SMITH, ACIDE, retired on June 15 with 35 years, 4 months total Federal service. He was a supervisory cartographer and had been at the Aerospace Center for 25 years.

ERNEST B. GONZA, GAF, retired on June 22 with 33 years, 8 months total Federal service. He was a bindery and finish work foreman at time of retirement with 30 years, 10 months service at the Aerospace Center.

CHARLES B. SCHUHARDT, FEMAF, retired on June 25 with 25 years total Federal service. He was assigned as a boiler plant operator and had been at the Aerospace Center for 20 years, 9 months.

ROBERT B. BRUECKMANN, ACACB, retired on June 29 with 36 years, 9 months total Federal service. He had been at the Aerospace Center over 32 years and was assigned as a cartographer.

ALLEN C. GUNN, GDM, retired on June 29 with 34 years, 2 months total Federal service. He was a supervisory cartographer and had been at the Aerospace Center since October 1947, with all Federal service except military here at the Center.

First Long Term Training Class Dates to 1958

Recently the Orientor ran an article on the employees selected for the Center 1979-80 Long-Term Full-Time Training Program at selected institutions throughout the United States.

Today's selectees might be surprised to learn that the Center sponsorship of long-term training has a history beginning in the fall of 1958 when a program was established at Ohio State University in geodetic science.



Members completing the full 1958-59 academic year are shown in this photo provided by Philip Schwimmer of the headquarters.

Since 20 years of wrestling with complex mapping, charting and geodetic problems has taken its physical toll, it is necessary to identify those in the picture for even their closest friends might not recognize them. In the back row (left to right): Dr. Luman Wilcox, GDT; Kenneth McClure, private industry; William Gleiber, GDGS; Claude Riddick, private industry; Dr. Robert Ballew, STA; Dr. Ralph Pendleton, private industry; and William Durbin, MDA/PR. In the middle row, kneeling uncomfortably (left to right): Philip Schwimmer, DMA/PPS; Haschal White, GDGS; Donald Define, SDCT; Stanley Hanson, PPI; Clyde Greenwalt, GDGA, and Reuben Jones, NASA. In the front row, seated comfortably (left to right): David Anthony, AFGL; James Vines, GDGS, Louis Greco, GDGGA, Julius Bugnitz, CMA, and John Finklang, GDG. Not pictured is Dr. Kenneth Daugherty, DMAHTC.

In addition to the full-term employees another 25 took part for two quarters in the first of the Center's long-term full-time training programs.

No firm retirement plans except I plan to move to the southwest," said Elliott.

LUCIUS C. GRIFFIN, LOMC, retired on June 29 with over 36 years total Federal service.

He enlisted in the Signal Corps Reserve in December 1942 and his first active duty assignment was with the 427th Sig Const Bn at Langley Field, VA. His overseas assignment included Morocco, Algeria, Italy, France and Germany. He received his discharge in December 1945.

He worked as a photo stat operator, postal clerk and file clerk. After a year in the Korean Action (nine months in Korea), he came to the Aerospace Center in 1952 as a warehouseman. In 1970 he was reassigned as a digital computer maintenance man.

"My decision to retire was sudden," said Griffin. "I have no definite plans but my wife has said, 'Honey, you can do, etc, etc, etc.'"

ETHEL M. HARRAMAN, ACKBA, retired on July 6 with over 27 years total Federal service. Her Federal career began in 1942 with the Corps of Engineers, Scioto Ordnance, Marion, Ohio. She transferred to the Army Map Service, Kansas City in 1951 and since 1972 with the Aerospace Center. We want to spend lots of time traveling, fishing and camping," said Mrs. Harraman. "Truly intend to return here to see my many very good friends of so many years."

ASSOCIATE production and chart production. At time of retirement he was a supervisory aeronautical information specialist assigned to the Special Support Branch.

"My future plans after retirement are to help my son manage Goog's Tosha Inn in

GILBERT PARTEGYL, ACACA, retired on June 29 with 32 years, 9 months total Federal service. His entire Federal career was spent here at the Aerospace Center where he was assigned as a cartographer.

Special MAN Chart Produced for Brave Shield

The Aerospace Center, in cooperation with the Tactical Air Command and the Federal Aviation Administration, has produced a special Military Aviation Notice (MAN) in the form of a chart. The chart depicts the aviation use area in the northwest part of the United States where operation Brave Shield 20 will take place later this month.

While the chart is not designed for navigation, it does provide a quick visual reference for both military and civilian aviators of

the exercise area and the special air space restrictions.

Key to the publication of the chart is the fact that it is being distributed not only to the Joint Military Training Exercise participants, but also to the civilian aviators who might potentially use the area.

This civil distribution is being handled by FAA in an effort by both the civilian agency and the military agencies to keep the public as informed as possible on air space usage.

Drink Brand Changed For GD Picnic

The brand of drink has been changed for the 2nd Annual Geopositional Department picnic August 24th. This should be good news to some who sampled the stale wares last year.

The picnic will be held on the Aerospace Center, 2nd Street Parade Ground and will feature

sirloin dinner and drinks along with volleyball and horseshoes.

The party will start at 3:00 p.m. with dinners served from 4:30 to 6:30. Tickets are \$6.00 and for those on liquid diets there are special \$2.00 drink ticket.

Everyone is invited. Tickets can be purchased from: Kim Owen, 4043; Marcella Gordon, 4683; Peggy Szuba, 4781; Martha Hovis, 4416 or Carla Wertenberger, 4742.

Geoceiver Demonstrated



Center employees look over the exhibit material displayed on the 2nd Street parade ground recently as part of a geceiver demonstration conducted by the Geodetic Survey Squadron of DMAHTC from Cheyenne, Wyo. Using the geceiver, the demonstrators could pinpoint the antenna location on the parade ground after repeated observations. The geceiver is actually portable doppler equipment which receives and records data from five navigation satellites. This data, when combined with other related information, produces a highly accurate geographic position for the point on the earth's surface where the antenna is located.

Energy Saved Today Helps Tomorrow



SPOTLIGHT ON SPORTS

SOFTBALL

On July 18, the Mustangs, a veteran ball club with several 10-year players, assured themselves of a spot in the St. Louis city tournament with a convincing 14 to 6 victory over the Cougars. Charlie Chapman again led the Mustangs with two home runs and Ed Barr contributed three clutch RBI's.

The Jakes continued to win as they pounded the Twin II 22 to 7. The Twins jumped out to a 6 to 0 lead only to loose Buster Haynes with an injury and the Jakes came storming back. Harold Layton, Robin Goodrich and Brian Lewis all contributed on offense and defense. The entire team showed well-rounded power and speed as they improved their record to 6 wins and 4 losses.

The Wonies showed timely hitting and good defense as they defeated the Wombats 14 to 9.

The Misfits came from behind on good hitting and errors by the Panthers to win 12 to 11. The Panthers had all but won the game when the Misfits made their move. Don Meyer, the Misfits' manager, kept his team in the game with strategic moves and good coaching.

The Pink Flamingos outdueled the Buffalo Chips with 6 unearned runs in the 5th and 6th innings to win 8 to 5. "Goose" Gosling and George Kroenung led the Flamingos as they combined for 7

hits and 10 runs to defeat the Jakes. The Panthers' pitcher, Roosevelt Finley, pitched another brilliant game allowing the Jakes only 5 hits.

The Pink Flamingos stayed on top in Division I by beating the Rogues 10 to 6. The Flamingos were led by the hitting of Steve Laughlin and a good team defense. The Rogues' Dennis Franklin sparkled on defense to keep his team close but lack of offense spelled defeat.

The Misfits, led by Sargeant Ray Scott's 4 for 5 performance and a good defense by Chuck Arns, overpowered the Wonies 14 to 7.

The Mustangs, again showing the poise and confidence of a "veteran" team, came from 2 runs behind to defeat the Master Batters 13 to 8 on a rain-soaked field. The Mustangs, headed for the city tournament, were led by manager Paul Hudson and Dennis Shannon.

The Tenrags, the only undefeated team in the league and also going to the city tournament, ran past the Cougars 13 to 2 as the entire team showed a good effort.

The Buffalo Chips clinched a spot in the DMAAC tournament as they came from behind to defeat the much-improved Wombats 13 to 11. Brilliant managerial strategy and relief pitching by Jerry Johnston

Fishing Derby Tomorrow

The DMAAC Annual Fishing Derby will be held at South Annex tomorrow. So get your bait and fishing poles ready, pile the kids in the car and be ready to catch the "big ones."

The Fishing Derby is open to all DMAAC employees and their families. Be there at 7:00 a.m. sharp and fish until noon. Gift certificates will be given as prizes. Prizes will be awarded for: the most fish caught by one family; the most fish caught by one person; and the largest fish caught. The government is not responsible for injuries and users of the ponds should be familiar with DMAAC instructions on usage.

Soccer Team Possible

Anyone interested in forming a DMAAC soccer team? If so, registration begins August 1st with play starting in late September. All the games will probably be played on Sundays throughout the Fall. Teams will be entered in the CYC mens league. A women's team will also be organized if there is enough response. At least 15-20 players are needed for each team. At this time a registration fee of approximately \$10 per player will be required, unless a sponsor can be found. Coaches are also needed. For more information call Steve Piper, ext. 4238, or send your name and phone number to GDMDA, attn: S. Piper.

WHAT'S HAPPENING IN CIVIL SERVICE REFORM

Editor's Note: This is the fourth column on the Performance Appraisal (PA) Systems being developed by PA Committees at Headquarters DMA and the Components. The new systems are being developed in accordance with the recently enacted Civil Service Reform Act (CSRA). This column will provide background information and keep employees up-to-date on plans, problems and progress.

The third article in this series discussed the merit pay provisions (Chapter 54, CSRA) for supervisors and management officials in grades GS-13, 14 and 15. In addition to receiving a merit pay adjustment based on performance, these employees may also receive a cash award. Consequently, a cash award program has been combined with the merit pay legislation in Chapter 54, CSRA, which is titled "Merit Pay and Cash Awards." This article will discuss the cash award provisions of this legislation.

Cash awards have been joined with merit pay increases under the CSRA to highlight pay for performance among managers and supervisors. Under the new cash award program, the head of an agency may pay cash or give honorary recognition to a merit pay employee for a suggestion, invention, superior accomplishment, significant paperwork reduction, special act or service, or other personal effort that contributes to the efficiency, economy, or the improvement of the Government.

Many reasons for granting cash awards may not be directly related to the employee's assigned job duties. While merit pay raises are based on decisions that address job-related performance, cash awards can recognize non-job related services and are to be awarded in addition to merit pay raises.

In cases of superior accomplishment on the job, related to assigned job duties, the performance appraisal should be the basis of a manager's consideration of the appropriateness of a cash award. For example, an employee who has been performing in an outstanding manner on a single assignment, yet has been in the organization for a short period of time at the conclusion of the performance appraisal cycle, could be awarded cash rather than a merit increase in recognition of the effort. A cash award might also be appropriate for an employee who performed in an outstanding manner on detail, or one who is near the maximum of the rate range and whose exceptional performance on a particular project warrants special one-time consideration beyond that which could be handled within the rate range. Consideration and use of the cash award program can substantially enhance a manager's flexibility to appropriately recognize deserving performance.

Flamingos as they combined for 7 hits including a home run by Gosling. Jerry Johnston had 3 for 4 in a losing cause for the Chips.

The Rogues and Master Batters dueled to a 17 to 17 tie as both teams seemed to score at will. A replay date has not been set.

On July 25, the Panthers, led by the hitting of Tony Garwood and the defense of Jerome Reynolds kept their city tournament hopes

reiner pitching by Jerry Johnston and clutch hitting by Gary Brown, Jim Sieve and the 5 for 5 performance of George Johannigmeyer paved the way for the victory.

Many thanks to the individuals who umpired those games at Berra Park. Some pecuniary remunerations will be forthcoming.

—Jerry Johnston

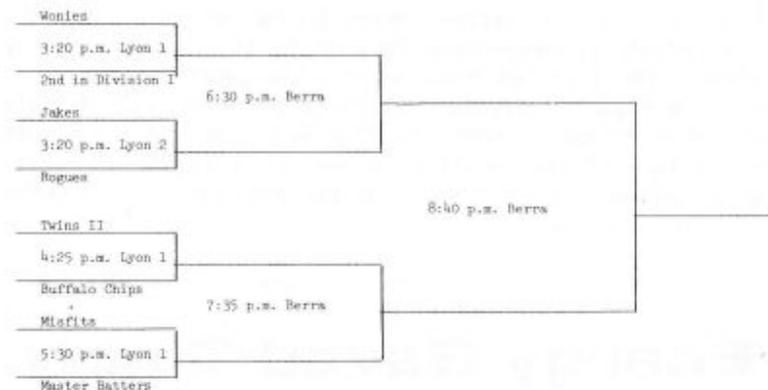
Standings as of July 25

Division I			Division II		
Team	Won	Lost	Team	Won	Lost
Pink Flamingos	8	2	*Tenrags	10	0
Panthers	7	3	*Mustangs	10	1
Masters Batters	4	5	Misfits	7	1
Buffalo Chips	3	7	Jakes	6	5
Wonies	3	7	Rogues	4	5
Cougars	1	9	Twins II	3	7
			Wombats	0	11

*Clinched a spot in City Tournament.

DMAAC TOURNAMENT

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Guard of Month



Walter Peterson, SOP, has again distinguished himself among his peers by being selected as Security Policeman for the month of June. This is the second time this year that he has been so honored having been selected Security Policeman of the month of March, according to Security Police officials.

Peterson has been at the Aerospace Center for nine months after serving in the U.S. Army from March 1968 to August 1978.

He and his wife Dorothy have a two year old son.

flexibility to appropriately recognize deserving performance and contributions.

As head of an agency, the Director of DMA may grant cash awards to recognize and reward merit pay employees in any amount up to \$10,000. The Office of Personnel Management may approve a higher amount up to \$25,000. In addition, a Presidential award may also be granted.

While the maximum award that may be granted is quite large, and will be given only occasionally, many types of employees' accomplishments may merit a smaller cash award, which could be granted more frequently than merit increases made annually. For example, managers may wish to grant relatively small and immediate awards to recognize an employee's special efforts on an unusual or short assignment.

These cash awards for merit pay employees are in addition to basic pay and are paid from the fund or appropriation available to the activity primarily benefitting, with the head of the agency or the President determining the amount to be contributed by each activity.

Under the Civil Service Reform Act, cash awards have not changed much for non-merit pay GS employees or for wage grade employees. They will still receive within grade or step increases for acceptable level of competence. Quality step increases will still be available as before; however, monetary award limits have been raised from \$5,000 to \$10,000 for both GS and wage grade employees.

Employee Travel

Lawrence Guthmiller, GAP, and wife, Helen, recently toured in the U.S.S.R. and Poland with a 50-member boys' choir from the Indian Springs High School near Birmingham, Ala., where their son, John, is music director.

The three week tour included four cities in the U.S.S.R. and five cities in Poland. People in both

countries were openly friendly, eager to meet Americans or other foreigners, they reported. The group enjoyed warm welcomes, sang to appreciative audiences, and often received flowers and souvenirs during or after performances.

Principal cities visited were Moscow, Kiev, Warsaw, Cracow and Lublin.