

Challenge of the 80s Preview of Future Provided by Williams

Speaking at the annual Aerospace Center Joint Technical and Professional Society meeting, DMA Deputy Director, Management and Technology, O.B. Williams, outlined the agency's move to an all-digital mapping system.

"I'd like to say that we can see the future clearly," said Williams. "But we do not. In a word, the path we are bound to follow is that of evolution."

He spoke of three fundamental factors he perceives that will influence the evolution: present trends in digital technology; DMA influence on technological development; and external influences.

Under external influences the top DMA civilian saw of primary importance the political/military situation that exists at any given time. "This affects the user requirements to which we respond, and thus is the impetus for the resources we obtain and the directions we take in both our production and R&D programs."

Related to that he said was the state of weapons system developments. "These impose certain requirements and constraints that also directly affect our production and R&D programs. Even today, the heavy increase in new weapons system developments has had a significant effect on our product mix."

In discussing the present technology trends, Williams looked at the present digital data applications at DMA and indicated that the agency has already moved into the era in which it is providing elevations, culture and even shorelines in digital form as products in support of specific weapon systems. "The FIREFINDER artillery-locating radar, TERCOM terrain and obstruction data bases for strategic missiles, the PERSHING II terminal guidance radars, and the DoD family of simulators are examples of the systems we are supporting today."

The agency, he reported, has experienced very rapid development of equipment capability to produce and use digital data. From its inception in 1972, DMA was well on its way in using automated cartographic processes. "Now we are looking at computer configurations to support distributed processing, and realignment of processes to permit increased application of interactive functions in the production areas."

In describing the agency's move to digital data base technology Williams said, "Ultimately, mastery of data base technology will open the door to the future of all-digital production in MC&G. Production processes will be revolutionized, with digital data stored in centralized data bases, and with tailored outputs developed by data base selection and formatting techniques."

In turning to his third point - influencing technological development - Williams indicated that we are involved enough to influence certain essential developments because we must prepare for the inevitability of all-digital production.

"Why an all-digital system? I think the answer is simple," said Williams. "First and foremost, it



Vol. XXII, No. 21

October 10, 1980

Orienteer

DEFENSE MAPPING AGENCY AEROSPACE CENTER

Combined Federal Campaign Heading Toward Finish



The 1980 Combined Federal Campaign will come to a close next week, Oct. 17. Mid campaign total as of press time is \$124,280. This figure represents 86% percent of the total goal with 1850 employees contributing.

The campaign stage was set during the first week by rallies held throughout the agency. Taking part in the rallies were members of the CFC Speakers Bureau, United Way agency representatives, VIP speak-

ers from the United Way, demonstrations from GD employees Jim Hickner, Robert Crowell and Steve Brown, and musical renditions by CD employees Marla Bales, Gerald Blood, Dick Dedham and Harold Gill. Marla composed a song for the event "Sharing is Caring."

They all shared of their time and talents because they really care about their community and are willing to assist in this year's campaign, not only as contributors, but as vital members of the CFC team.

Our goal is \$144,000.00. Let's all do our part by voluntarily contributing as much as we can so that our community agencies can continue to meet the growing needs of those who require their services.

Janet Garleb of PA replaced Dorothy Williamson as the D/EO/PA/CO CFC manager, and ST, SS and OC have appointed assistant CFC managers William Heidbreder, ST; TSgt. Eugene Allen, SS; and SrA. Stevie Williams, OC.

Seven Employees Nominated For St. Louis Federal Women's Awards

Seven Aerospace Center employees have been nominated for awards at the Sixth Annual St. Louis Federal Women's Award Luncheon to be held Oct. 17 at Stan Musial & Biggies Restaurant. Awards will be presented for outstanding efforts in the employment and advancement

of women by a federal agency, by a federal manager or supervisor, and for individual self-development (two awards).

Nominated in the self-development, grade GS-6 and below category is Brenda J. Brown, computer aid in the Data Integration &

Control Branch of the Comptroller.

In the self-development, grade GS-7 and above category were: Barbara L. Savalick, cartographic technician in the Cartographic Data Division and Federal Women's Program Manager at the Center; Betty Ann Townsend, cartographer (photogrammetry) in the Vertical Observation Branch of the Aero-



Military and Civilian



is simple," said Williams. "First and foremost, it means responsiveness to our customers. General Nicholson, the director of DMA, spoke of this need during his keynote address to the 1980 ACSM/ASP convention here in St. Louis in March of this year."

DMA has for a number of years followed a policy of influencing developments where necessary. "Let me stress," emphasized Williams, "that we have not developed a master plan that foresees exactly where we are going and when we are going to get there. What we are doing is taking advantage of new technology and influencing our evolution by investing in that technology which is absolutely required for an all-digital production posture."

He indicated that the agency's attempts to apply a unified view toward digital systems dated to 1975 when a digital map production system was conceptualized. It was called the Digital Mapping System and informally referred to as System 90.

It has been the agency's intent to transfer technology into the production mainstream as soon as it was practical to do so. He reported that the agency hoped to have an initial version of each major subsystem operational in the 1990 time frame, with the combined capability to perform in the digital domain all of our traditional MC&G functions.

Continued on Pg. 4

Old Newsboys Day Set For Nov. 18

The annual selling of the Globe-Democrat on Old Newsboys Day will be held Nov. 18, according to General Chairman, R. Hal Dean.

For the Aerospace Center it will be the 19th year that the organization has taken part in the campaign.

Proceeds from the sale of the early morning edition go to the hundreds of St. Louis area children's agencies seeking assistance.

Aerospace Center volunteer salespersons are now being sought for both the 2nd Street installation and 8900 S. Broadway. If you would

like to brave the early morning elements and help a needy child call Jim Mohan in the Public Affairs Office, ext. 4142 to sign up as a sales volunteer.

Every cent collected is distributed to children's agencies to fill specific needs. In the past 23 year history of Old Newsboys Day, volunteers have raised more than \$2.1 million for agencies to purchase clothing, playground equipment, wheelchairs and other needed items.

Sign up must be completed by Oct. 17.

Military and Civilian Pay Increases Approved

Military and civilian members of the federal service will receive pay increases this month following congressional action during September.

An 11.7 percent pay raise was approved for military service members. It became effective Oct. 1 and will be an across-the-board increase for basic pay, quarters and subsistence.

Under the provisions of the bill signed into law Sept. 8, the President has authority to reallocate up to 25 percent of the basic pay increase to quarters and subsistence or to provide a varying percentage increase in basic pay based on grade and years in service. A decision was made not to exercise the reallocation authority.

The general service civilian pay

increase of 9.1 percent proposed by President Carter Aug. 29 was unopposed by Congress and will become effective with the first full pay period in October.

The 9.1 percent increase counters a 13.5 percent raise proposal urged by the president's pay agent. By law the pay agent's recommendation would have taken effect if the president had not made a counter proposal by Aug. 31.

Blue-collar federal employees are not affected by the proposal. The increase, however, is expected to set the pace for blue-collar raises as well.

During the past two fiscal years, blue-collar pay increases have been limited to the same percentage as the increase in the general schedule increases.

Job Fair For The Handicapped

The St. Louis Chapter of the Missouri Governor's Committee on Employment of the Handicapped is sponsoring the Third Annual Job Fair For The Handicapped to be held Oct. 11 at the St. Louis Community College at Forest Park.

The Fair will run from 9:00 a.m. to 1:00 p.m. in the Student Cafeteria of the college. Disabled job seekers will have the chance to explore the

variety of job openings, discuss job qualification and meet employers.

Arrangements have been made to provide interpreters for hearing-impaired participants and assistance to visually-impaired participants. Bus transportation to the college is available through the Forest Park bus line. The buses that serve this line are wheelchair lift equipped.

Obstruction Branch of the Aerospace Cartography Department; and Loretta Mason, computer systems analyst in Systems Analysis Branch of the Comptroller.

Nominated in the managerial category were: Otto C. Stoessel, chief of the Graphics Department; Maj. Seth Heywood Jr., USAF, director of Facilities Engineering; and Thomas E. Deem, supervisory cartographer in the Vertical Obstruction Branch of the Aerospace Cartography Department.

The luncheon is co-sponsored by the St. Louis Metropolitan Federal Women's Program Council and the St. Louis Federal Executive Board. Keynote speaker will be Karen Foss, co-anchorperson for the KSDK-TV Channel 5 Eyewitness News.

Military Fare Discount

There is good news for the military traveler on official leave status, according to the Military Traffic Management Command (MTMC). The command has negotiated an agreement with TWA and obtained a 50 percent reduction in fare for active duty military personnel on official leave.

The agreement is on a limited test basis from Oct. 15, 1980 to March 31, 1981. The agreement will not apply to the holiday travel period of Dec. 19, 20, and 24, 1980 and Jan. 2, 4, and 5, 1981.

National Employ The Handicapped Week

The past decade has been marked by significant advances for handicapped people. Such laws as the Rehabilitation Act of 1973 protect handicapped individuals from discrimination in employment and services. Handicapped workers have made great progress in entering the job market, and those already in the labor force are moving into better jobs. More public buildings and public transportation systems are being made accessible. As handicapped individuals move into the mainstream of society, more and more of their fellow citizens are overcoming their prejudices and seeing handicapped individuals as people. Yet much remains to be done.

This country needs the creativity, skill and participation of all our citizens. To affirm our commitment to equality for the handicapped members of our society, the Congress, by joint resolution of Aug. 11, 1945, as amended (36 U.S.C. 155), has called for the designation of the first full week in October each year as National Employ the Handicapped Week.

This year, National Employ the Handicapped Week is celebrated this week. Let us resolve that each of us, employer and employee, able-bodied and disabled alike, commit ourselves to expanding the employment options afforded our disabled citizens.

We now stand on the threshold of 1981, the year which has been designated the International Year of Disabled Persons. By working together we can make it a reality.

Understanding Alcoholism

What Does Excessive Drinking Do To You?

PART I

Anyone who has had a few drinks can recount the short-term effects of alcohol on the central nervous system and the resulting changes in mental and physical functioning.

Damage to body organs and systems can be expected if six to eight drinks per day are consumed over a long period of time. The amount consumed and the length of time before impairment may vary according to the individual.

Emotions: Alcohol decreases thinking ability and allows the emotions to dominate. With the release

of alcohol are gone, the painful feelings return, often with increased intensity. In certain situations, with mental judgment diminished by alcohol and normal fears dampened, a person may take unaccustomed risks. Accidents, homicide and suicide are serious consequences of alcohol's effect on emotions.

Personality: Alcohol, when long misused, alters the personality. The changes caused by alcohol misuse are related to the individual's basic personality structure and his or her individual response to the long-term effects of alcohol. For example, a fun-loving, outgoing person

JA Means You Are Involved

If you're looking for a way to involve yourself and help youth; to contribute to the community; to be rewarded; then perhaps the Junior Achievement program is for you.

Under the program the Aerospace Center sponsors three companies composed of high school students of the Greater St. Louis area who create, produce and sell products on short-term basis to learn the free enterprise system.

To provide the guidance and training necessary for the youth, the Mississippi Valley Junior Achievement Association calls upon private industry and government agencies to sponsor companies and to provide volunteer advisors.

The success of the program is directly dependent upon the quality and quantity of advisors who volunteer their time and effort to help today's youth grow into tomorrow's adults.

The JA year starts in October for twenty-five sessions with holidays concurrent with the school calendar.

Each regular session is held on Wednesday night from 7:00-9:00 p.m. at the North Side Center.

The advisor team consists of a coordinating advisor, accounting advisors, production advisors and sales advisors. The role of a JA advisor is to guide, counsel, train, motivate, interpret, expose, encourage and develop "teenagers" using their respective talents.

The Center is looking for advisors with a desire to help and develop youth. Advisor training sessions will be held.

Walter Fisher, Aerospace Center

Olson Commended For UK Officer Tour

Col. Robert C. Burns, director of the Aerospace Center, (right) presents Ronald D. Olsen with letters from Maj. Gen. William L. Nicholson, III, director of the Defense Mapping Agency, and Maj. Gen. E.W. Barton, director of Military Survey, United Kingdom, during recent ceremonies in Colonel Burns' office.



Olsen received the letter from General Barton for the outstanding support he provided during a three year tour as the DMA Liaison Officer to the United Kingdom. "He represented DMA views forcefully but diplomatically and was particularly adept at keeping us informally in the picture on changing situations and requirements. Conversely, the slightest hint to him of a UK interest in any aspect of our joint endeavors was sufficient to ensure a rapid and comprehensive response," stated General Barton's letter.

General Nicholson, in his letter to Olsen added, "Clearly, your performance as the DMA Liaison Of-

ficer to the Directorate of Military Survey was totally dedicated to the objectives of that position. Through your professional and enthusiastic approach to the liaison job, you have made a significant contribution to the cooperative programs of the U.S. and U.K. that are so critical to our national defense. I am proud of your efforts on behalf of the United States and DMA. You have reflected great credit upon yourself and the Agency."

New DMA Chief Scientist

Dr. Walter J. Senus has been promoted to chief scientist, Systems and Techniques, of the Defense Mapping Agency. Dr. Senus, a native of Rome, N.Y., has been at DMA since 1978 as a physical scientist.

As DMA chief scientist, Dr. Senus manages research, development, test and evaluation of technologies key to mapping, charting, and geodesy, plus gravity and hydrography, especially as they relate to exploitation of special source material and gravity and geophysics. He

plans future research programs in gravity and geodesy for the support of existing and projected strategic and tactical weapons systems. He seeks new research and development ideas, concepts, and experiments with potential applicability to DMA's mission.

Before coming to DMA, Dr. Senus worked for the U.S. Coast Guard in both Washington, D.C. and Kailua, Hawaii. Prior to that he was at Rome Air Development Center, Griffiss AFB, N.Y., as staff physicist.

of inhibitions, sudden variations in mood may occur. Anger or rage, sadness, and euphoria are commonly experienced during heavy drinking and often displayed in an exaggerated manner. Hence, the person who drinks may become argumentative, hostile, or intent on fighting; tearful and maudlin; or the "life of the party." In contrast, some people drink to dull or escape from their feelings. Drinking to lessen the pain of guilt, rage, or sorrow usually provides only temporary relief and, when the effects of the al-

who enjoy life and the company of others may, with problem drinking, become irritable, belligerent, defiant, hostile, isolated, rigid, or stubborn. The preteen or teenager may misuse alcohol to avoid the painful aspects of adolescence, a critical period of psychosocial growth and development. Bypassing the "growing up" process leaves the person handicapped as an adult. This is one possible explanation for the emotional immaturity and juvenile behavior often seen in the alcohol-dependent adult.

Price of DMA Produced Products Increased

The Defense Mapping Agency has increased the price of its nautical charts, according to a recent article in the Office of Distribution Services' paper. The new price, which went into effect Oct. 1, of a standard nautical chart is \$4.00, an increase of 35 cents over the previous price of \$3.65. Miscellaneous and special purchase chart prices will be increased proportionately. This price increase is necessary to meet higher printing and distribution costs.

In addition to nautical charts, a price increase in topographic products is also anticipated and will be reflected in a revised edition of the DMA Price List. A review of DMA

produced publications will also be made with expected increases in price.

The DMA Office of Distribution Services is tasked with making a periodic review of chart/map prices and forwarding the findings and recommendations to HQ DMA. DMA is required to recover certain costs associated with the production and distribution of DMA produced items. The costs to be recovered are limited to actual printing costs, starting at the finished negative stage and including distribution costs. Historic and DADMS generated statistics as well as projected costs data are used in determining the selling price of a chart.

JA coordinator, put it on the line when asked what advisors need. "They must be interested in the development of youth and be able to cope with sundry small scale dilemmas on a recurring basis. We have immediate openings for AC employees. We offer no wages, no bonuses, short hours (two hours, one night each week for 25 weeks), and the opportunity for travel to and from the JA Center."

Admittedly, the advisor's role is not easy, but the rewards gained through individual contact with the youth as they experience the trials and tribulations of the business world is well worth the effort.

Anyone interested in becoming a Junior Achievement Advisor can contact Walter Fisher, ext. 4094; Mary Guempel, ext. 4971; Joan Hagehorn, ext. 4971; or Johnetta R. Lowe, ext. 4167.

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

Nancy Brannon

Editor

Fire Does Damage At South Annex



An alert Guard Force and quick action by the Fire Department recently prevented a smoldering fire in a plastic trash container from turning into something worse. While on night patrol Sept. 25, security guard Benjamin Jurge heard fire alarms sounding in Bldg. 8900-4, indicating heavy smoke in the area. The St. Louis Fire Department was called and arrived within three minutes to discover the trash container smoldering in an air conditioning room. The room is used by contracted cleaners to store cleaning equipment. The Fire Department extinguished the fire which caused smoke damage to two walls in the room and melted the container and 30 floor tiles (pictured above). Upon investigation of the fire, Center fire chief Jim Bell said it was his opinion that the fire started from a lit cigarette tossed in the plastic trash barrel which contained paper, dust mops and trash.

Three Celebrate 30-Year Service

THOMAS J. GASKIN, FEMAE, celebrated 30 years of federal service on Sept. 12.

He began his military service by joining the Navy in September 1943, spending most of his service time in the Southwest Pacific. He obtained the rank of Boatswain Mate Second Class. He was discharged from service in January 1946.

After his discharge, Gaskin went to trade school for electricity, air-conditioning and refrigeration training. He then worked in private industry as maintenance man at the St. Louis County National Bank until December 1952.

Gaskin came to work for the Center in January 1953 in the Security Division. Since that time he has held various positions at the Center. At the present time he is an air-conditioner operator in the Refrigeration and Air-Condition Section.



Gaskin



Morris



Juenge

FLOYD J. MORRIS, SR., GAM, reached the 30 year federal service mark on Sept. 12.

Morris began military service in July 1949 with the Reserves in the 315th Army Band. He went to active duty in October 1950 and then with the 32nd Infantry, 7th Div., Korea from March 1953 until April 1953. He was discharged in February 1955 and at that time came to work for the Aerospace Center.

Morris started out as a clerk-typist in the Carto Edit Branch. He has also held positions in transportation, the supply stores and the

Carto Photographic Lab. He is presently a production controller in the Graphic Arts Department.

CHARLES L. JUENGEL, CDAAC, completed 30 years of federal service on Oct. 7.

Juengel served in World War II in the Army Infantry. He started working at the Aerospace Center in February 1951 in the Cartography Department. From 1958 until 1970 he was a teacher in the Carto Training School. He is currently a supervisory cartographer in the Aerospace Cartography Department.

End of August Retirements

MABEL CHARLENE GILL, PPGD, retired on Aug. 29 with 31 years, 5 months federal service all spent at the Aerospace Center.

She began her career in October 1948 at the Aeronautical Chart Plant on 12th and Delmar Sts. as a cartographic aid in the Photogrammetry Division until November 1953 when she left on maternity leave.

She returned to work in March 1954 in the Stereo-compilation Section. In 1958 she transferred to the Analytical Branch of the Missile Support Department where she was the first woman to operate analytical plotters. In October 1962 she also became the first woman supervisory cartographer in the AP II Branch. In 1964 she was named ACIC Woman of the Year. Since

senal '76 Chapter of Federally Employed Women, Inc. and organized the contribution by the professional societies of the bicentennial monument to the Center as a National Historic Place.

Among her many awards were the ACIC Federal Woman of the Year; ASP Presidential Citation for Meritorious Service and Spirit of the Region Award; DMA Equal Employment Opportunity Award; first place award from the St. Louis Metropolitan Federal Women's Council for Community Service. She was also the first woman president of the American Society of Photogrammetry.

When asked about her plans for the future, Charlene said, that she had four areas of endeavor on which she was going to concentrate.

souri ERA Coalition, Federally Employed Women, League of Women Voters, National Organization For Women, St. Louis Metropolitan Federal Women's Program Council and National Women's Studies Association; and finally and most importantly, as a family member (wife, mother and grandmother).

A FEW MEMBER WRITES . . .

"The Women's Program here at the Aerospace Center would not be what it is today had it not been for the efforts of Charlene Gill. She was our first Federal Women's Program Coordinator and she single-handedly organized the Arsenal '76 Chapter of Federally Employed Women.

"Those that worked directly with Charlene know the sincere dedica-

September Honor Roll

35 YEARS

Richard E. Glosemeyer, Thomas M. Little.

30 YEARS

Thomas J. Gaskin, Floyd J. Morris, Sr., Anthony Sokol.

25 YEARS

Walter O. Carlin, Jr., Merlin L. Gray, Mary C. Hansen, Gerald V. Krauss, Homer T. Malone, Marlene C. McAllister, James B. Perry, William F. Volk, Martin K. Walsh, Robert L. Wolverton.

20 YEARS

Francis C. Edwards, Iris L. Honchak, Horace A. Jackson, William F. Judge, Jerome R. Lundberg, Ross W. Mericle, John D. Purcell, Jr., Concer E. Tate, David R. Warren.

15 YEARS

Susan J. Bailey, Roy M. Cook, Walter Czarnecki, John S. DeFato, Sr., Frederick W. Kelch, Robert J. Lacey, George Salava.

10 YEARS

Emanuel Brown, Diane M. Thebeau.

OUTSTANDING PERFORMANCE RATING

Cynthia A. Braun, Jaen P. Henry, Janet E. Lockhart.

OUTSTANDING PERFORMANCE RATING/ QUALITY SALARY INCREASE

John R. Davis, Edward J. Moore, Harold D. Nichols.

OUTSTANDING PERFORMANCE RATING/ SUSTAINED SUPERIOR PERFORMANCE

Charles W. Doolin, Suzanne J. Smith, John M. Willis.

QUALITY SALARY INCREASE

Garnet E. Berbermeyer, Edward D. Cejka, Robert B. Dennett, Joe Goines, Jr., Thomas A. Grunzinger, Donald R. Jones, Charles W. McIntyre, Jerry L. Taylor, Helen Wize-man.

SUSTAINED SUPERIOR PERFORMANCE

Pearl M. Adams, Leslie L. Bovier, Everett A. Bratcher, Jimmie K. Capelton, Kathleen M. Carroll, Jeffrey B. Delaplain, Inez J. Dimitrijevic, Norman W. Doering, Kathryn E. Fischer, William R. Hantack, John R. Hassell, Kathleen M. James, Theresa A. Kramer, Reymundo Lopez, Lela O. Mierisch, Margaret L. Morris, Robert F. Pankey, Billy R. Rice, Rogers R. Robinson, Peter C. Robison, Smedley J. Sizemore, Anthony Sokol, Eddy J. Taylor.

SPECIAL ACHIEVEMENT AWARDS

Marla K. Bales, Walter G. Johnson, Thomas A. McNamee,

NERIC Woman of the Year. Since 1970 she has been assigned to various staff positions within the Programs, Production and Operations Directorate as a cartographer/production program manager.

As an additional service for the Center, Charlene inaugurated the Federal Women's Program in 1974 and served as its manager until 1978. In 1976 she chartered the Ar-

when she was going to concentrate. As a professional, with the American Society of Photogrammetry, Toastmasters International, the American Association of University Women and Zonta; as a preservationist, with the Alton Museum of History and Art, Inc., the Landmarks Preservation Council of Illinois and the Missouri Botanical Garden; as a feminist, with the Mis-

Charlene know the sincere dedication she has and the many personal sacrifices that she has made by using her own money, time and hard work for the betterment of women not only here at AC but women everywhere.

"In the history annals of this Agency, Charlene Gill holds a firm place and the people who know her and worked with her will truly miss her."

August retirements for which no background story information was provided to the Orientor include:

LUELLE H. HERMANN, ADACE, a supervisory editorial clerk, retired Aug. 29. She had 25 years, 2 months federal service with 13 years, 5 months at the Center.

ANTHONY KATUNAR, CDIAA, a cartographer, retired Aug. 29. He had 33 years, 3 months federal service spending 7 years, 8 months at the Center.

ROBERT E. LARKIN, SDDSB, left the Center for retirement on Aug. 29. He had 35 years, 6 months federal service with 29 years, 5 months at the Center. He was a cartographer.

GLENN H. LEADERBRAND, GD, retired on Aug. 29 with 32 years, 4 months federal service with all but three of those years spent at the Center. He was a cartographer (photogrammetry) when he retired.

IRENE M. MARKENSON, GADF, a supply technician, retired on Aug. 29. She had 25 years, 6 months federal service spending 9 years, 4 months of that time at the Center.

Maria K. Bales, Walter G. Johnson, Thomas A. McNamee, Jr., William P. Wert.

SUGGESTION AWARDS

Wallace D. Erwin, \$795.00; David E. Shea, \$325.00; William J. Coffelt, \$225.00; James S. Brisker, \$190.00; Roy Cook, \$135.00; Clyde A. Raglin, \$135.00; James M. Ragan, \$130.00; Sharon M. Wallenberg, \$100.00; Robert J. Barker, \$90.00; Raymond G. Donner, \$35.00; Margie Donnelly, \$30.00; Karl H. Kleen, \$30.00; Clarabelle O. Storms, \$30.00; Carol J. Crawford, \$25.00; William J. Dissett, \$25.00; Dennis W. Rumley, \$25.00; Marc L. Schumacher, \$25.00; Marc L. Schumacher, \$25.00; Lucille H. Sutter, \$25.00; Marvin H. Whyman, \$25.00; Michael L. Higginbotham, \$12.50; Keith R. Robins, \$12.50; Thomas Bakersmith; John W. Boyd; Jack Eckhard; Susan M. Gligros; William D. Lore; John Mitchem; Robert Rosen; Lloyd R. Smith; William P. Wall.

OSHA Proposes Rules

The Labor Department's Occupational Safety and Health Administration (OSHA) recently proposed rules to implement a new presidential executive order governing job safety and health for federal workers.

Dr. Eula Bingham, head of OSHA, said that the proposal provides policies and procedures to enable federal agencies to carry out their safety and health responsibilities under Executive Order 12196, which went into effect Oct. 1.

Dr. Bingham explained that under the Occupational Safety and Health Act of 1970, it is the responsibility of each federal agency to maintain an effective safety and health program. The OSHA Act establishes broad protections for federal employees that are further implemented by executive orders on job safety and health. E.O. 12196 provides new safety and health rights for federal workers and expands the roles of OSHA, the various federal agencies, and the General Services Administration.

The proposed rules address key

elements of improved federal worker protections afforded by the new executive order, including:

- the staff and expertise necessary for a federal agency to administer and evaluate its safety and health program;
- the responsibilities of the agencies, supervisors and employees;
- mandatory compliance by federal agencies with applicable OSHA standards and conditions under which alternate or supplementary standards may be approved by the Secretary of Labor;
- the conduct of inspections and abatement of hazards;
- the contributions of OSHA and the General Services Administration to safety and health in the federal workplace;
- the composition and authority of labor-management job safety and health committees;
- employee safety and health rights;
- training, record-keeping and reporting requirements;
- the role of Field Federal Safety and Health Councils.

Patrolman of Month

Benjamin Jurge was selected as Security Policeman of the month of August. This is the second time within a year that he has been chosen for this honor. Jurge was chosen on the basis of his outstanding performance and continued dedication and attention to duty, according to security officials.

Jurge has been at the Center for almost three years, and before that served in the Air Force for eight years.



Preview of Future By Williams

Continued from Pg. 1

He described the broad-based development program instituted at DMA consisting of the Pilot Digital Operations program (PDO) and the "digital test bed" which gives the PDO project the means of developing and testing digital production procedures, and for evaluating digital image processing techniques, algorithms and various architectural configurations.

"Our timetable calls for PDO experimentation to be completed in December 1982 and about the same time we will see a reorientation in the test bed activities. Through FY81 and FY82, the test bed activity primarily will involve development and procurement of test bed subsystems, and monitoring of test bed performance to insure that we obtain useful results from the experimental activities. We will par-

ticularly emphasize the development and installation of applications software in the areas of feature extraction, change detection, query handling, and data base design evaluation.

"As we move into FY83, we should have an initial estimate of what things will be done in the digital mode and how they will be organized into subsystems. Planning will then commence for Phase II test objectives, that is, the bread boarding of System 90 components in stages and validating these requirements in a simulated production environment." Williams emphasized technology that is validated during Phase II testing will be transferred into the production mainstream.

In his closing remarks Williams admitted that the scope of

technological developments was mind boggling but he said that he sincerely believed that the work force will be the key to how smoothly the agency moves into the era of digital production. "Through the 1980s the role of the MC&G professional will expand more than in any decade since the 1940s," said Williams. "While there will be this pressure on the work force to move into new skill areas, I don't see any other impacts that should be of great concern in the foreseeable future.

"We are moving forward an all-digital mapping system and as I look ahead at the steps we will be taking through the 1980s, I can say that during none of the past four decades have I seen the potential or challenge that is comparable to the challenge of the 1980s."

Merit Pay Is Here

Merit pay became a reality Oct. 1 for most DMA employees in the GS-13 through 15 general schedule pay grades. The merit pay system requires that performance appraisals be the basis for merit pay increases. It embodies the belief that a certain portion of a payroll should be distributed to individuals in proportion to the contribution of that individual to the employing organization; that is, pay for performance.

General managers, who are civilians in grades GS-13 through 15 covered by merit pay, will have an equal chance to be rewarded with merit pay shares for effort ex-

pected, achievement of objectives and contribution to DMA. Merit pay shares are a numerical point value assigned to an employee's performance rating which is used in determining a general manager's pay increase.

At the end of the first rating period, June 30, 1981, merit pay performance of each will be appraised against established performance standards and a performance rating assigned. That rating will directly determine the pay increase received starting with the first pay period after Oct. 1, 1981.

The amount of the merit pay pool will be calculated annually using a

merit pay fund computation table issued by the Office of Personnel Management. The merit pay pool consists of at least one-half of the annual pay comparability increase plus money for within grade and quality step increases that general managers in the unit would have received if they were not merit pay employees.

Annual overall performance results will determine each employee's share of the pool. Only those employees with a performance rating of successful, highly successful, or outstanding will receive merit pay increases. The merit pay increase plus the other half of comparability, the half guaranteed by law, will become the new basic salary of the general manager.

The first merit pay increase will

Biggest Catch Of Life

"He weighed 46 pounds, was 47 inches long, had a foot-wide head and was big and ugly," said Russ Cline, a cartographer in the Geopositional Department. Russ was describing the biggest fish he ever caught in his life, and to prove that this wasn't just another fish story, he brought the flathead catfish that he had caught the night before, to work so everyone could see it for themselves.

Russ and his father-in-law left shortly after work on Sept. 24, for an evening of fishing on the Meramec River, just west of George Winter Park. They had actually been fishing for crappie with a fly rod, using only 8 lb. test line, a no. 4 hook, a ¼ oz. jig and a crappie minnow. To translate for you non-fishermen, there should have been no way to catch a fish that size, using that equipment.

According to Russ, it took an hour and ten minutes to play out the fish into the boat. "The fish literally pulled the boat around the cove we were fishing in," said Russ. "Luckily, there wasn't much brush for the fish to get tangled in or I would have lost it," he said, "and fortunately, my father-in-law had a treble hook in the boat, because there was no way we could've used the net we had to hoist the fish in the boat."

After showing off his big catch to the people at work, Russ took the catfish home and filleted it into steaks, ending up with over 20 lbs.



Russ Cline displays the 46 lb. flathead catfish he caught while fishing on the Meramec River. He had to fold part of the fish over in order to get into the cooler.

of meat.

The biggest fish Russ had ever caught before the 46 lb. flathead cat was an 8½ lb. carp. He considered catching the catfish as kind of a nice birthday present, since he celebrated his birthday just six days later. He said he turned 29 years old on Sept. 30 - now that sounds fishy.

DMAAC Team Tennis

Just as Bjorn Borg folded under the pressure of the Grand Slam, AC's Grand Slam had the wind knocked out of their sails as the Advantas team made a clean sweep of

three teams. Chris Nyderek clinched the tie for the Winners by overcoming an opponent who had soundly thrashed him during the spring season. Chris has shown a

Carto Class Grads



Recent graduates of Cartographic Training Class 80-J were: First row, left to right: Patsy Holland, South Dakota State University; James Neighbors, Southern Illinois University, Edwardsville; Hargita Toalson, Michigan State University; Mary Ann Pemberton, BA, University of Missouri, Columbia; MA, University of Missouri, Columbia; Kevin Webster, Michigan State University. Second row, left to right: Ronald Guidry, BA, Grambling State University, MA, Western Illinois University; Robert Usselman, St. Louis University; Johnnie Bell, LeMoyné Owen College; Bruce Nichols, BS, Central Missouri State University, MA, Central Missouri State University; Regina Jones Myers, University of Kansas; Rosemary Daus, Washington University; Carole Steele, University of Missouri, Kansas City; Evelyn Sanders, Tuskegee Institute. Third row, left to right: David Hochstetter, South Dakota State University; Larry Willis, University of Missouri, Kansas City; Malford Morris, Southern Illinois University, Edwardsville; John Simon, University of Nebraska; Edrin Goodson, BS, Southwest Missouri State University, MS, Southwest Missouri State University; Dean Oman, University of Wisconsin-River Falls; Kevin Tracy, BS, University of Missouri, Columbia, MA, University of Missouri, Columbia.

be determined under the same conditions as all the matches to move into a second place tie with the Grand Slam. The process will be repeated each year.

There will be no cut in the total amount of money available to pay general managers as a result of the merit pay system. What will be different is that the funds will be distributed based on individual performance.

An extra incentive for general managers under the pay-for-performance principle is the cash award, which may be granted for recognized superior performance or for performance related special acts or service. Cash awards may be paid in conjunction with merit pay increases but are not part of basic salaries.

all the matches to move into a second place tie with the Grand Slam.

The Netters seem to be entangled in their own net. This pre-season favorite remains tied with a last place team for the second week in a row. After recording a tie with the Court Jesters last week they did an "instant replay" with the Winners. Ties seem to be the only bright spots in the dimly lit records of all

definite improvement with each match he has played.

After struggling against their first two opponents the Broken Strings breezed past the Court Jesters. Coupled with the Grand Slam's loss the win gave the Broken Strings sole possession of first place.

--Tony Mosello &
Len Hudgens

Current Standings

Team	Won	Lost	Tied
Broken Strings	3	0	0
Advantas	2	1	0
Grand Slam	2	1	0
Netters	0	1	2
Court Jesters	0	2	1
Winners	0	2	1

Oct. 1 GS Pay Scales

GS Level	Steps									
	1	2	3	4	5	6	7	8	9	10
1	\$ 7,960	\$ 8,225	\$ 8,490	\$ 8,755	\$ 9,020	\$ 9,069	\$ 9,189	\$ 9,444	\$ 9,699	\$ 9,954
2	8,951	9,069	9,242	9,531	9,820	10,109	10,398	10,687	10,976	11,265
3	9,766	10,092	10,418	10,744	11,070	11,396	11,722	12,048	12,374	12,700
4	10,963	11,328	11,693	12,058	12,423	12,788	13,153	13,518	13,883	14,248
5	12,266	12,675	13,084	13,493	13,902	14,311	14,720	15,129	15,538	15,947
6	13,672	14,128	14,584	15,040	15,496	15,952	16,408	16,864	17,320	17,776
7	15,193	15,699	16,205	16,711	17,217	17,723	18,229	18,735	19,241	19,747
8	16,826	17,387	17,948	18,509	19,070	19,631	20,192	20,753	21,314	21,875
9	18,585	19,205	19,825	20,445	21,065	21,685	22,305	22,925	23,545	24,165
10	20,467	21,149	21,831	22,513	23,195	23,877	24,559	25,241	25,923	26,605
11	22,486	23,236	23,986	24,736	25,486	26,236	26,986	27,736	28,486	29,236
12	26,951	27,849	28,747	29,645	30,543	31,441	32,339	33,237	34,135	35,033
13	32,048	33,116	34,184	35,252	36,320	37,388	38,456	39,524	40,592	41,660
14	37,871	39,133	40,395	41,657	42,919	44,181	45,443	46,705	47,967	49,229
15	44,547	46,032	47,517	49,002	*50,487	*51,972	*53,457	* 54,942	*56,427	*57,912
16	49,198	*50,838	*52,478	*54,118	*55,758	*57,398	*58,500	* 58,500	*58,500	
17	*53,849	*55,644	*57,439	*58,500	*58,500					
18	*58,500									

* The rate of basic pay payable for employees at these rates is limited to the rate for level V of the Executive Schedule, which is expected to remain at \$ 50,112.50.