

# Orienteor

DEFENSE MAPPING AGENCY AEROSPACE CENTER

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## Federal Food Drive Nine Ton Success

Over nine tons of food stuffs were collected during the recent Federal Employee Emergency Drive (FEED), according to a spokesman for the Greater St. Louis Federal Executive Board (FEB).

The drive to collect non-perishable food stuffs was conducted the week of April 13-17 at the Aerospace Center and other Federal agencies in the metro area. Titled the "Spring Harvest" the drive was the first to be conducted by the Executive Board. "There were many volunteers who

helped with the drive that deserve our sincere thanks," said Rex Pyle, coordinator of the drive, "and of course a special thanks goes to all the many Federal employees who gave so generously."

The FEB is now considering a "Christmas in July" food drive to provide the needy with food stuffs during the critical summer months when very few collections are made. "Most of the time food drives are conducted during Thanksgiving and Christmas

holidays," commented Pyle. "We in the Federal community thought we could better serve the needy by conducting our drives during the spring and summer, thus providing a year-round supply of food for the Food Crisis Network."

Food Crisis is a vehicle for raising and channeling food to social service agencies and religious organizations in the St. Louis area.

Dates and additional information on the summer drive will be forthcoming.

Sixty-six DMA employees will be honored in six separate awards ceremonies during May and June at Headquarters and the five Component facilities.

Calling these recognition ceremonies both "important and meaningful," Maj. Gen. William L. Nicholson, III, DMA Director, expressed his regret to directors of the Components that heavy time commitments and other obligations precluded an Agency-wide awards presentation ceremony this Spring, as has been the practice in recent years.

"Please assure your employees that my cancellation is dictated by necessity and in no way dilutes the

importance of their accomplishments," Gen. Nicholson wrote to the directors, adding that his staff "will assist you in every way possible to make these ceremonies meaningful and memorable."

The Aerospace Center Awards Day is scheduled for May 12 with DMA Deputy Director RAdm. E.A. Wilkinson, Jr., officiating. Eleven Center employees will be honored. The luncheon ceremony will be held at the U.S. Coast Guard Club-Base St. Louis. Announcements were sent to awardees last week. Complete coverage of the event will be contained in the May 22nd Orienteor.

## Clear Thought, Right Action Prevents Tragedy

When you wake up in the night and hear glass breaking what do you do?

Mary Meyer, CDIT, was faced with exactly that situation during the early morning hours of April 16 when she awoke to the sound of breaking glass in the flat above her's. Thinking that her friend might be in some kind of trouble, she quickly called the apartment but received no answer. "I thought it might be a break-in," she told the Orienteor. When there was no answer she immediately took the correct action, she dialed 911 and reported an apparent emergency situation. That call could well have made the difference between life and death for the young woman who lived above.

"Within about two minutes the police arrived," said Mary. As they went up the stairs to the flat, they were met by smoke and heat. Firemen arrived behind the police and made their way through the smoke into the flat where they found the woman unconscious.

She was resuscitated at the scene and then hospitalized for a week of intensive care.

Fire damage to the flat and water damage to Mary's downstairs living area has forced both individuals to find other accommodations while the building is repaired.

Quick action and logical thinking on the part of Mary Meyer made a difference in time—time that was precious to her neighbor.

## Quality Circles--Are They For Us?

by David L. Black

QC, Quality Circles—that management concept born of American mind, nurtured and refined by the Japanese into one of the most beneficial of all productivity concepts, in terms of end results—have now come full circle, returning to the U.S., this time with a clamor for implementation within American industry. But are they for us?

To answer the question, let's look at the concept history and the circle. In 1962, to overcome an economy devastated by World War II, and a reputation for producing inexpensive, poorly made products, Japanese industry began to import several American

Sony plants (the other six are in Japan).

The turnaround at a former Motorola factory in Franklin Park, Ill., has become a famous example of what the U.S. worker can do. Under Motorola, the plant was literally turning out more defects than TV sets—inspectors found 140 defects for every 100 TV sets that passed along the lines. Matsushita Electric Industrial Co. bought the plant in 1974 to make Quasar and Panasonic TVs. The Japanese kept the same labor force. The rate of rejects is now down to four to six per 100 sets and the number of warranty claims has been cut eightfold.

The new management made

as a result of quality circles. This was six times the cost of operating the circles. Besides these tangible benefits there are many intangibles resulting from quality circles including increased job satisfaction and employee involvement, more effective team work and improved attitudes and morale. The Norfolk Naval Shipyard is one of the pioneers among federal installations in the use of quality circles. During its first year of operation, the shipyard realized a net savings, after deducting all operating costs for the circles, of \$150,000. They continue to save \$3.75 for every \$1.00 invested in the quality circle program.

Results was a concept known as the "quality circle." During the past twenty years, the Japanese have had the highest productivity growth rate of any industrial nation. During the same period the United States has experienced a steadily declining growth rate. The declining problem is not unique to the American private sector but can be found within the quality of government services as well.

The Japanese believe that quality should be built into a product or service not inspected into it. Based on the Japanese results in a variety of industrial situations there are many who feel the concept of quality circles is worth copying and could have a beneficial effect on the American economy. One of the major reasons for rejection of that idea was voiced by American business for a number of years. "The Japanese have a special life style built on family heritage that is projected into the work place. Here in America we are independent thinkers and doers. The same concept could not be applied."

But recent events in the American industrial market suggest that the concept can work if applied properly. In fact, some of the best German and Japanese plants are in this country. Sony's San Diego plant set a company-wide record by turning out TV sets for 200 consecutive days without producing a single operating defect. It was recently announced that the U.S. plant, with U.S. labor, was the top producer of the seven

plants, large and small, to the physical plant operation (new paint to personal name signs), but most of all they got the worker involved in the operation through the use of quality circles.

Briefly defined, a quality circle is a small group of employees doing similar work who voluntarily meet for an hour or so each week to discuss their quality problems, investigate causes, recommend solutions and take corrective actions when the authority is in their purview. Quality circles program is not just another suggestion program where employees raise complaints or suggestions for others to investigate or implement. It is a process in which a group of people who normally work together to produce a product or service identify problems, prioritize, find causes, propose and implement solutions. All proposed solutions, of course, must be approved by management before implementation. A key aspect of quality circles is that participation on the part of employees is strictly voluntary.

In the United States, quality circles were first used by Lockheed, and are now used by approximately 65 private sector companies including General Motors, Westinghouse, Martin-Marietta, 3-M Company and in St. Louis the Tums Company has had the program for a little over a year.

In 1977, Lockheed estimated that it had saved three million dollars

by the end of calendar year 1980, at least 13 federal agencies—10 defense and 3 civil—had programs underway which encompass over 200 active circles. Those applying QC techniques include all three military services, the Defense Logistics Agency, and the Federal Aviation Administration. In St. Louis the Army Automated Logistics Management Systems Activity began their circles at the start of the year.

While strong top-level management support is critical to the success of the quality circle program, it is the lack of middle

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# Buy U.S. Savings Bonds

## 1981 Savings Bond Campaign Underway

The month of May has been officially proclaimed as the 1981 Savings Bond Campaign month throughout the Defense Mapping Agency. At the Aerospace Center, Director Col. Robert C. Burns will serve as the campaign chairperson and Center Comptroller, Paul B. Morton will serve as vice chairperson.

The goals for this year's campaign are threefold—persuade previous buyers to reinstate their allotments; persuade present buyers to increase their allotments; and enroll a majority of the new employees into the bond program.

Secretary of Defense, Caspar Weinberger, Interagency Savings Bond Committee chairman, said of Savings Bonds, "I'm sure that you can appreciate the wisdom and convenience of a plan that allows you to put aside a portion of your monthly income—before you get a chance to spend it. But there are additional features of Savings Bonds that make them especially attractive. Interest accrued on Savings Bonds is not subject to local or state income taxes, and Federal income tax can be deferred until the Bonds are redeemed or reach final maturity. Because of their unique tax advantages, purchasing Savings Bonds can be an excellent way to save for such goals as providing for

the education of your children or supplementing your retirement income.

"Backed by the full faith and credit of the United States Government, Savings Bonds are as safe and dependable as ever. But, now they also pay a higher-than-ever rate of interest. Today's Series EE Savings Bonds earn a full 9% interest, compounded semiannually, when held to their 9 year maturity. They pay 8½% after five years, and 5½% after the first year."

Colonel Burns had this to add about the campaign, "The purchase of Savings Bonds is certainly a very positive way for federal employees to demonstrate their patriotism while simultaneously accruing tangible benefits for themselves. The Savings Bond Program is a stable, non-inflationary element of our national debt and helps pay for many government programs, such as: defense, energy conservation, education, and agriculture. I feel sure that every Aerospace Center employee can be counted on to support this endeavor which helps to ensure the future security of our country."

Savings Bond Sales Managers have been designated and trained at the Aerospace Center and will be contacting individual employees during the month.

# Kudos

## Magna cum laude

Valerie Tancock, daughter of Jim Tancock, SDDP, has been notified by Webster College that she will be graduated Magna Cum Laude on May 9, 1981.

Tancock was further honored by the University by being selected to serve as an assistant to a teacher of English in the French school system during the 1981-82 school year. She will go to France in the fall and spend the school year there.

## Architectural honors

Neal Mazzei, son of Robert Mazzei, ADDNA, won first place for state honors in the field of architectural drafting during competition held recently in Kansas City by the Missouri Vocational and Industrial Clubs of America.

Neal, who attends the South County Technical High School, will now represent his school and Missouri in competition for national honors at the National Leadership Conference and U.S. Skill Olympics to be held during June in Atlanta, Georgia.

## Science fair winner

Darryl White, 15-year-old son of Leroy E. White, SDRG, won a ribbon for the fourth year in a row in the Monsanto/St. Louis Post Dispatch Science Fair. His exhibit also won a prize last year in the National Gifted Children's Science Fair.

White was selected to attend the Missouri Regional Science and Engineering Symposium held at the University of Missouri, St. Louis. The St. Louis Children's Theatre and Filming Guild has chosen Darryl's project for appearance in a television program to be shown at the St. Louis Children's Multi-Media Festival this summer.

White is in the 10th grade in Soldan Senior Classical Academy.

## In appreciation

Air Force Maj. Gen. James I. Baginski, Deputy Chief of Staff, Operations for the Military Airlift Command recently sent a letter of appreciation to Col. Robert Burns, Director of the Aerospace Center. The letter said, in part, "On behalf of the Military Airlift Command, I extend my sincere appreciation to you and your staff for the outstanding support provided to this command. In particular, members of the Aeronautical Information Department have responded with graphics and data support in a highly professional manner. The 'can do' approach and helpful attitudes exhibited by those personnel assisted us immeasurably in timely completion of a number of short-notice mission planning projects.

"Airfield information is crucial to our planning activities as I am sure you are aware. We know that we can always depend on your staff to provide it, even when long hours and special effort is required. The products are always of the highest quality."

# Six Celebrate 30-Year Anniversary

**HESTER "PAT" B. CRONIN, SDDLD**, completed 30-years of federal service on Apr. 25.

She began her first federal job with the Naval Supply Depot in San Diego, Calif., and also worked at the Post Finance Office at Ft. Bragg, N.C.

She came to the Aerospace Center in February 1954 as a GS-2 typist. She is currently a supervisory cartographic technician, chief of SDDLD.



Cronin



Sumonia

**DUSHAN (DUKE) SUMONIA, CDKB**, celebrated his 30-year anniversary of federal service on Apr. 27.

He began his military career in March 1951 with the U.S. Air Force as a radiosonde operator for the Weather Detachment at Hill AFB, Utah, until June 1952.

He started work with the Army Map Service in August 1952. He has served as chief, Operations Division of the Kansas City Office from 1973 until 1977; as chief, Production Management Office, CDK; and is presently chief, Aerospace Charting Branch II, CDK.

**FRDERICK D. RUDD, CDADC**, completed 30-years of federal service on May 1.

Rudd started work at the Aeronautical Chart Plant in May 1951. He was trained to be a carto draftsman. He held the title of carto draftsman, carto compilation aid and negative engraver until he separated for military service in November 1954. After graduation from the Army

Engineer School at Ft. Belvoir, Va., in May 1955, he was assigned to the 30th Engineer Group, Photomapping Section, Presidio, San Francisco, Calif.

Active duty included an assignment to Ft. Polk, La., as a cartographic draftsman preparing Military Operational Maps for field units during military operations.

He was discharged from the Army in November 1956, and was re-employed at the Aerospace Center assigned to the Carto Division as a cartographic engraver, and has worked in that capacity until the present time.

**DONOVAN N. HUBER, GDG**, will have 30-years of federal service on May 11.

He began military service with



Rudd



Huber

the Navy in September 1943, and served in the Pacific Theater of Operations until January 1946. He was a high school teacher in the Panama Canal Zone from August 1953 until June of 1955. He then came to the Aerospace Center in June of 1955, and is currently a geodesist.

**WALTER W. FOX, CDKAC**, will complete 30-years of federal service on May 14.

"I started my federal service with the U.S. Army Corps of Engineers Army Map Service in May 1951 as a cartographic compilation aid. On Oct. 1, 1967 the AMS became the U.S. Army Topographic Command. On Jul. 1, 1972 USATC became the Defense Mapping Agency Topographic Center and finally DMATC KCO

became DMAAC KCO (CDK) on Jul. 1, 1977. All of my service is with these agencies," said Fox.

His military service was with the Missouri National Guard 35th Inf Div Hq Set Det A for 10 years. He was graduated from Military Intelligence School at Ft. Riley, Kan. in March 1951 with special training in photo-interpretation.

He is currently a cartographer (photogrammetry), at CDK.

**ALBERT J. PYSZKA, CMA**, will complete 30 years of federal service on May 24.

He began his federal career as a civilian radio communications instructor at Air Force Hq. Radio Command School at Scott AFB, Ill. in June 1951. In 1956 he taught the Instructor Training Course at Scott AFB before transferring to the Field Training Detachment at Forbes AFB, Kan., teaching radio command equipment on the SAC bombers and tankers.

In 1962 he transferred to the Aerospace Center as an employee



Fox



Pyszka

development Officer, teaching management to first line supervisors. After completing self-development SIU college courses in computer programming, he filled a job in the Management, ADP Division of the Comptroller in 1965 as a computer systems analyst. In 1967 he was promoted to the job he presently holds in the then newly created staff office (ADP Staff Office CMA) as a computer systems analyst.

## Recent Retirements



**A SPECIAL RELATIONSHIP . . .** spanning more than four decades between American mapping personnel and those of Great Britain was saluted by Maj. Gen. William L. Nicholson, III, DMA director, when he presented a special plaque to Kenneth H. Stephens, production manager of the Technical Services Group of the Mapping and Charting Establishment of the United Kingdom. Stephens visited Headquarters DMA during his first trip to the United States, and, in a surprise ceremony was cited by General Nicholson for his "significant contributions on behalf of the United States and the Defense Mapping Agency." Stephens recalled more than 40 years of "warm, close relationships" with his American counterparts, pointing out, "That special relationship between our two nations is often mentioned in the press, but it isn't until you get down to the grass roots that you realize the full implication of what this means. For the people of two countries to work as closely together as we do means a great deal . . . and it's on the shop floor level that it really blossoms."

**OSCAR SIMPSON, SOP**, retired Mar. 20 with 31 years, 1 month federal service, spending 28 years, 1 months of that time at the Aerospace Center.

Simpson entered the U.S. Army in December 1942 and was assigned to the 92nd Division. He was discharged as a staff sergeant in December 1945.

He returned to federal service in 1951 at GSA as a guard at the old Federal Building. He transferred to the Aerospace Center in 1957. He was selected as security policeman of the month on two occasions.

"My retirement plans are to visit the sick and those shut-in and confined to their home and encourage them with the Word of God and prayer," said Simpson.

**REVERA M. MCHALE, CMF**, retired from service on Mar. 27. She had 25 years, 1 month federal service, with all but three years of that time spent at the Aerospace Center. She was a secretary in the Finance Office when she retired.

**KENNETH F. FEUCHTENBEINER, LOMP**, retired on Apr. 17. He had 30 years, 1 month federal service, all spent at the Aerospace Center. He was a production controller at the time of his retirement.

**ROBERT D. MCCOLLUM, ADDPB**, left the Center for retirement on Apr. 17. He had 38 years, 9 months federal service, with 18 years, 5 months at the Aerospace Center. He was an aeronautical information

specialist when he retired.

**ROBERT J. GARDENER, CDADA**, retired on Apr. 21 with 33 years, 1 month federal service. He was at the Center for 30 years, 11 months of that time.

His federal career began as a substitute mail carrier at the U.S. Post Office, from November 1946 until January 1947. He then began work at the USAF Aeronautical Chart Plant in the Cartography Department in July 1948 until he was reassigned in July 1950 to the Printing Division.

He was inducted into the Army in November 1950 and served in Korea assigned to the Psychological Warfare with the 1st loudspeaker and Leaflet Company, as a pressman in the printing of leaflets.

After his discharge from military service, he was reemployed in January 1953 at the Aeronautical Chart and Information Center assigned to the Art Room of the Printing Division as a negative engraver. In June 1957 he was reassigned to the Cartographic Division under the reorganization of the Art Room and Carto together, still as a negative engraver, until retirement.

"I plan to stay active, working around the house, yardwork, a few projects, and some trips. No special routine, take it as it comes. Probably stay in St. Louis," said Gardener.

**WILLIAM F. RICHARDS, GAR**,

retired on Apr. 24 with 38 years federal service. He spent 35 years, 8 months at the Center.

Richards started to work at the St. Louis Ordnance Depot in April 1943. He entered the Navy in January 1944 and was assigned to be a gunner with Motor Torpedo Boat Squadron 8, PT 114 in the South Pacific. This took him from New Guinea throughout the Philippines to Borneo in the China Sea.

He returned to work for the War Department with the 5th Army Field Printing Plant. In March 1948 he transferred to the Aerospace Center as an assistant pressman, and was the chief of the Printing Division when he retired.

**SAM LAMBRINOS, SSA**, retired on Apr. 24 with 38 years, 11 months federal service, spending 26 years, 9 months of that time at the Aerospace Center.

He began his federal career with the Office of the Solicitor, Department of Agriculture from May of 1942 until May 1943. He served in the U.S. Army from May 1943 until January 1946 in the Pacific Theater.

He has worked at the Army Finance Center, the Military Personnel Records Center, the Army Publications Center, and finally the Aerospace Center from July 1954 until the present time.

"My retirement plans are to retire and live 'one day at a time'. My advice to the new ones—don't abuse your sick leave—save it, I know," said Lambrinos.

## What to Expect When You Retire

Each year, approximately 100,000 employees retire from Federal Service. Getting them on the retired roles, and then insuring that monthly checks go out on a continuing basis is a prime responsibility of the U.S. Office of Personnel Management (OPM). Since there are over 1.2 million retirees and 300,000 survivor annuitants, it's obviously a big job. And, without question, to retirees an important one.

If you're thinking about retirement, a review of the process should be of interest. It will give you an idea of what to expect, and some hints on ways you can help make the system work.

Once an employee retires, it takes about a month for the employing agency to close out all records and send them to OPM in order to get the annuity process rolling.

OPM assigns an identifying CSA number to each case upon receipt of records, and informs the annuitant. Until you receive this number, any queries should be directed to your former agency.

So that new retirees are paid as soon as possible, OPM usually places them in a special pay status (partial payment of final annuity) usually about 10 workdays after receiving records and it is clear that an annuity is in order.

If for some reason it takes partial payment longer than from four to six weeks to begin (after

receiving your CSA number) and a personal hardship exists, contact OPM. If no hardship is involved, however, it's a good idea to wait a little while longer before querying OPM. To make a query, you'll need to use your CSA number, or date of birth and social security number.

Under normal circumstances, partial payments last from two to three months until the final rate of pay is established.

There are, however, circumstances which can complicate timely receipt of payments. Peak periods in the workload, and delays within agencies due to incomplete records are just a few of the possible snags in the process.

In an effort to avoid some of the delays we suggest the following:

—File an Application for Retirement, SF-2801, at least two weeks before the planned retirement date giving the agency a better lead time.

—Review your Official Personnel Folder at least a year ahead of time to make sure it is complete and all is in order.

—If military service is involved, make sure to include a copy of your DD-214 Military Discharge Certificate (or other equivalent document) along with your retirement application.

—Make sure that post-retirement life and health insurance and survivors benefits are protected by completing the necessary papers before you leave.

If you have drawn money out of the Retirement Fund at some point, OPM will give you the opportunity to make a full redeposit during the processing period. Until the redeposit is paid in full, special payments will be authorized without credit for the redeposit service.

After the processing period ends, retirees are sent an Annuity Statement which explains regular monthly payments and when to expect them.

If a check is not received within a few days after it is due, a retiree should first contact the local Post Office to see if it has been misdelivered. If the Post Office can't find it, notify OPM. Since a signature is needed to stop payment and assign another check, your notification must be in writing. Clearly label the mailing envelope "NON RECEIPT OF CHECK" which will help speed up the process. OPM immediately notifies the Treasury Department which will stop payment on the lost check and issue a replacement.

Incidentally, by far the biggest reason for non-delivery of retirement checks is failure on the part of the annuitant to notify the Post Office of a change in address. OPM routinely processes about 40,000 changes-of-address per month. One way to avoid this problem is to have your annuity check directly deposited to a bank or other financial institution.



**CHINESE MAP-MAKERS** renewed acquaintances with DMA officials when a delegation from the People's Republic of China (PRC) visited the Naval Observatory on a tour of American geodetic facilities and universities. The PRC delegation was led by Professor Li Quinghai (second from right), Vice Chairman of the Academic Commission of the Wuhan College of Geodesy, Photogrammetry and Cartography. Prof. Li was welcomed by O.W. Williams (third from right), DMA Deputy Director for Management and Technology, Dr. A. Mancini (right), Deputy Director for Systems and Techniques, and L.F. Ayers, Deputy Director for Production and Operations (not shown). Williams, Mancini and Ayers visited the Chinese college last December.

## Quality Circles

Continued From Pg. 1  
management support in many adopting American companies that

proving quality. Quality circles do not require any change to the other systems by which a company



## FWP 7th Annual Training Seminar

The St. Louis Metropolitan Federal Women's Program Council is sponsoring the 7th Annual Training Seminar entitled

economic concerns will be offered in seven workshop sessions.

Several Aerospace Center

adopting American companies that has proved to be the major obstacle to their success. This has not been a major problem in Japanese companies where traditionally a strong consensus has usually been forged between top management and middle management before innovations are introduced.

Based on what has been developed under the quality circle style of management in both Japanese and American companies, there appear to be six basic principals that any organization must consider when implementing the QC concept. They are:

1. Trust your employees—accept that they will work to implement organizational goals if given a chance.

2. Build employee loyalty to the company—it will pay in the long run.

3. Invest in training and treat employees as resources which, if cultivated, will yield economic returns to the firm.

4. Recognize employee accomplishments—show workers that you care about them as individuals.

5. Decentralize decision making—put the decisions where the information is.

6. Work should be seen as a cooperative effort with workers and managers doing the job together.

When compared to other management approaches, there are some points, others have learned, in favor of the quality circle approach. Apparently QC aims directly at quality improvement and nearly everyone wants to be associated with im-

operates. There is no large investment to rearrange the factory, to create job enrichment, nor to develop new financial reward systems. Quality circles can and should be implemented on a pilot basis—not some grandiose plan to start circles everywhere in the organization all at once. The program can be allowed to grow of its own accord and to be tailored to fit the needs of every organization.

**Will quality circles work at the Aerospace Center? The director believes they will. Taking the advice of those who have gone before, the Center is establishing a pilot quality circle program in the Aerospace Cartography Department. An overall Center steering committee has been formed and the department is in the process of establishing two quality circles—one within the department's digital production area and the other in the chart production area.**

In a letter to his managers, the director said, "I firmly endorse the Quality Circle concept and authorize the establishment of the two pilot Circles, Facilitator and Steering Committee. The interim Steering Committee will ensure the interface of the Quality Circle program throughout AC and will evaluate its effectiveness in light of other approved goals and objectives. Upon completion of the Steering Committee's evaluation, consideration will be given to expanding the Circle concept to other areas, including support areas."

Next issue we'll examine the pilot program of the Aerospace Center.



## Survey Looks At Retirement Age

Although more federal employees are staying on the job past age 70, the majority continue to retire shortly after reaching age 55 with 30 years' service, Civilian Personnel Management officials report. Officials also said that since the Age Discrimination Act of 1978, which virtually eliminates mandatory retirement, the number of federal employees age 70 and over increased from 3,000 in 1977 to more than 6,000 in 1979.

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Director

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

**Nancy Brannon**  
Editor

Council is sponsoring the 7th Annual Training Seminar entitled, "Insights '81," to be held May 18 and 19 at Ruggeri's Restaurant (on the Hill). Registration begins at 7:30 a.m. on May 18, followed by an opening session at 9:00 a.m. Keynote speaker for the opening session will be Jane O'Reilly, Time Magazine, and author of "The Girl I Left Behind."

Susan Kidd, co-anchor for KTVI News, will be the luncheon speaker on May 18, and Rose Thorman, FWPM for the Bureau of Mines will be the luncheon speaker on May 19.

A total of 18 workshop subjects relating to self-development, employment issues and socio-

Several Aerospace Center employees will be presenting topics during the workshops. Maurice King, Manpower and Management Division, will talk on how the Federal Women's Program and women can help managers in return for management support; Sid Cooper and Gene Schwartz from the Employee Assistance Office will discuss alcoholism and domestic violence; and Jack Rea, Career Development Division, will discuss training opportunities available in the St. Louis area.

For more information and space availability, contact Barbara Savalick at ext. 4192.

## Armed Forces Day May 16th

Armed Forces Day may be different this year. The military isn't changing, but public recognition of it is. Americans recognize a new value and purpose of the armed forces.

We are Uncle Sam's strong right arm, ready to defend him. But the arm doesn't make the decision, it carries it out. As Air Force Vice Chief of Staff Gen. Robert D. Mathis said, "We don't make the policy. We carry it out."

Civilians now better understand that the military doesn't choose to fight, the country does, through the people elected to Congress and the presidency.

The military is the one agency that never wants war. Its main purpose is to prevent war, for if war comes, it is the military who must pay the price. Civilians don't march to battle.

We in the military ready ourselves, train and prepare for a day we hope never comes. We hope we never have to put our training into practice. It is not cowardice. It is the awareness of what war—any war—can cost a country.

But if war threatens our nation, we will fight. And on Armed Forces Day, Americans gratefully recognize that.

## Vision Screening Program Underway

Richard Crews, SDRBB, peers into a Bausch and Lomb Visual Machine to have his eyes tested as part of the preventive health awareness program of the Medical Services Division. The testing is being done on employees who operate video display terminals or high intensity light tables for more than six hours per day, to determine if the equipment is having any detrimental effects on the employee. The testing will be done annually. Thus far, no damage of eyes from using the equipment has been found.



## Government Employee Pension Offset

From the Social Security Administration

A 1977 amendment of the Social Security law has changed the way some people who receive Federal, State, or local government employee pensions are treated under social security. Its purpose is to eliminate windfall payments to retired government workers who have their own pensions and who, in addition, would receive social security benefits as a spouse or

surviving spouse.

The change extends to government pensions the same principle that has always applied to social security benefits—that is, that a person who is entitled to more than one social security benefit should have one offset against the other. This means that a social security payment to a person as wife, husband, widow or widower of an

individual who worked long enough in covered employment is reduced by the amount of any social security benefit that person earned in his or her own right.

For example, if a 65-year old woman is entitled to a \$200 benefit on the basis of her husband's social security record and to a \$150 benefit based on her own record she receives \$200, not \$350. The reason is that the \$200 benefit which she is entitled to as a spouse is reduced by the \$150 to which she is entitled on the basis of her own employment. Her benefit then is the sum of the \$150 plus \$50 as a spouse, or a total of \$200.

The offset applies only to government pensions for employment not covered under social security. A person whose government employment was covered under social security on his or her last day of employment is not AFFECTED BY THE NEW LAW

## Play It Safe--Don't Drink During Pregnancy

Within the last decade research has identified consumption of alcohol as a serious threat to the developing fetus of expectant mothers.

The body of the fully-grown mother can accommodate the alcohol accordingly. However, the

shorter in stature than normal babies, low in birthweight and never catch up. These children may also suffer from hyperactivity, poor body coordination, and flat facial features.

According to Dr. David Ohlms, Medical Consultant to the Division

## Women's Softball

### The DMAAC "Superstars" Are Back

On Wednesday, May 13, the women at the Aerospace Center will begin the second season of the Superstars. Teams returning from last year are the 1st place Kelly's Girls, 2nd place Chips, 5th place Baby Blues, and the last place team of 1980, the Rednecks. New teams joining the league this year are: Fool's Gold (captain Kate Doyle), Sugar Plums (captain Judy Wolf), Marmaladies (captain Mary Beth Farrar), and the Wined Ups (captains Jana Lindstrom and Judy Sparger).

With a year's experience behind us, and four new teams, anything can happen this year. Betty Eiler's Kelly's Girls have basically the same team as last year and will probably be good contenders for 1st place. Pat Tolefree's Chips, I'm sure, will be up at the top with their speedy base running. Pam Digby's Baby Blues are anxious to get the season, and the partying, started. The last place Rednecks could be a little tougher this year, since they have signed four coaches

(Goodrich, Gibson, Wallach, Duncan) from the men's league to help the team out. The girls from CDV (Fool's Gold) might be a threat this year. Rumor has it that they have a couple college softball stars on their roster. The Sugar Plums, consisting mostly of Personnel (PO) girls, have visions of homeruns dancing in their heads. The Marmaladies were recruited by Mary Beth Farrar's article in the Admin Bulletin, looking for 'non-serious' ballplayers. The Wined Ups, which is half of the Honeybuns from last year plus some new girls, has Bud Lenn giving them a helping hand this year and I suspect they won't be far from the top.

Because of the construction work being done at Lyon Park, we will play two games (3:45 and 4:50 p.m.) at Cherokee Park (Lemp and Utah Sts), and two games (3:45 and 4:50 p.m.) at Forest Park Field #12 (by the Jewel Box).

—Terri Kramer

Schedule for the first two weeks:

#### May 13

Lemp	3:45 p.m.
	4:50 p.m.
Forest Park	3:45 p.m.
	4:50 p.m.

Fool's Gold vs Chips
Rednecks vs Kelly's Girls
Baby Blues vs Sugar Plums
Marmaladies vs Wined Ups

#### May 20

Lemp	3:45 p.m.
	4:50 p.m.
Forest Park	3:45 p.m.
	4:50 p.m.

Kelly's Girls vs Baby Blues
Chips vs Marmaladies
Wined Ups vs Rednecks
Sugar Plums vs Fool's Gold

## KCO Softball

The preseason opener of the 1981 softball season for the Aerospace Center Kansas City Office recently started off with a bang as the "DMAAC Attack" soundly

over the right field fence. Many spectators were of the opinion that if the Space Shuttle had been in orbit during the game, it might have had two souvenirs from

developing fetus can not. The greatest threat is in the very early stages, when the cells that form the baby's body, limbs and brain are developing. And often it is during this time that the woman, not knowing that she is pregnant, is threatening the developing fetus by drinking alcohol.

It's called the Fetal Alcohol Syndrome, and now ranks as the third highest (after Down's Syndrome and spina bifida) in causing birth defects with associated mental retardation.

Babies with Fetal Alcohol Syndrome may be mentally retarded or suffer from poor coordination or both. They may be

of Alcoholism and Drug Abuse:

We can pretty well prove that a woman who drinks heavily even one time, in her first month of pregnancy, places that fetus at high risk of damage. When she drinks, the alcohol enters the bloodstream at full strength. The resultant damage to developing organs and bones can be serious.

And the sad part is that this . . . Fetal Alcohol Syndrome . . . can be prevented. How? By not drinking alcohol when pregnant.

--A message from your  
Employee Assistance Office  
ext. 4848

## Merit Pay/Performance Review Board Established

The Aerospace Center Merit Pay/Performance Review Board has been established with the following membership: Mark M. Macomber, TD, chairman; Thomas O. Seppelin, PP, member; William C. Mahoney, ST, member; John A. Kristmann, PR, member; Paul B. Morton, CM, member; Richard A. Vierling, PO, member; Gail P. Evans, EO, member; and Jacquelyn M. Parks, PO, coordinator.

The Board is charged with: a) providing oversight of the AC Merit Pay and Performance Appraisal Programs to ensure

fairness, consistency and regulatory compliance, b) making distribution of merit pay finds based on procedures contained in the DMAINST 1432.3, c) serving as the reviewing authority for cash award recommendations submitted with merit pay performance appraisals, d) making the final merit pay determination where two or more performance evaluations have been completed for an Aerospace Center employee during the appraisal cycle, and e) initiating recommendations for revisions to the DMA Merit Pay and Performance Appraisal Program.

AFFECTED BY THE NEW LAW. The law exempts certain persons from the pension offset provision provided they meet two criteria: First, the individual must be eligible to receive - but does not necessarily have to apply for—a Federal, State or local government pension before December 1982. And secondly, the person must meet all the requirements for social security spouse's or surviving spouse's benefits in effect in January 1977. At that time a divorced woman's marriage must have lasted at least 20 years rather than 10 years, as is the case today; and a husband or widower must have received at least one-half his support from his wife. Because of this exception, most women now applying for benefits and men who actually have been dependent on their wives are not subject to the offset.

Except for those protected by law, the offset provision means that the social security benefits for a spouse or surviving spouse whose government work was not covered by social security will be reduced by the amount of the government pension.

The government pension offset only affects the social security benefits for a spouse or surviving spouse; it does not apply to social security retirement or disability benefits based on a person's own work, even if he or she also receives a government pension.

Additional information about the government pension offset provision can be obtained at any social security office.

"DMAAC Attack" soundly defeated the University of Missouri at Kansas City (UMKC) Geoscience Team, "The Monkey Spankers" by a score of 12 to 3. The Kansas City Office was the visiting team as the game was played at UMKC.

Doug Leibbrandt was the winning pitcher for the Attack. Mark "Jet Stream" Kemner had five RBI's with two towering homeruns

have had two souvenirs from Kemner.

Jeff Goebel had four base hits and scored twice on hits from Matt Milbrodt. Also scoring were Hensley, Mueller, Willis and Deaton. The co-managers of the Attack team are Karl Mueller and Larry Willis.

—Larry Willis  
CDKAE

**Aerospace Striders Derby**  
**Saturday-May 30th**  
**Jefferson Barracks**

## DoD Establishes New Asst. Secretary

The Department of Defense has established a new assistant to the Secretary of Defense for Review and Oversight, according to an announcement made recently in Washington, D.C.

The new officer will serve as the principal staff advisor for matters related to the combatting of fraud, waste and abuse in DoD programs and operations. In addition, the position will exercise supervision over the Defense Audit Service (DAS).

Several transfers of functions to the new position will take place to accomplish all actions. Major transfers were: The responsibility for internal audit, contract audit and internal review program oversight and evaluation and audit

follow-up will be transferred from the Assistant Secretary of Defense (Comptroller). This will also include eight manpower spaces and associated personnel. One manpower space from the DAS will be used for audit follow-up.

Responsibility for criminal investigation policy development, program oversight, and program evaluation, along with one manpower space from the Under Secretary of Defense (Policy) will be transferred.

Criminal investigation functions currently assigned to the Defense Investigative Service (DIS), along with 100 manpower spaces, and personnel will be transferred from DIS to DAS.