

Orienteor

DEFENSE MAPPING AGENCY AEROSPACE CENTER



Photo by Jim Stepanik

Enjoying the new west-dock break area in Building 36 are, from left, Margaret Frost-Perez, Gerry Breville, and Vernon Debruler.

PIP Shows Results

"Plant improvement program results are beginning to show around the Aerospace Center," commented the Center Director, Col. Robert J. Lemon. "Projects such as the new west dock break area, the addition of coat hooks and shelving in rest rooms (May completion), new entrance signs and landscaping changes are all helping to make our work environment a little nicer. But these are only a part of a list of things to do."

The "list" was developed by the Plant Improvement Program (PIP) committee chaired by the Technical Director, James Skidmore.

"The committee reviewed the results of recent employee and organizational surveys and carefully evaluated, categorized and prioritized the indicated needs," said Skidmore. "The outcome was the development of an improvement plan which identified Center-wide requirements to be accomplished by Facilities Engineering and organizational requirements to be addressed by the departments, direc-

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PR Has Reorganized

The Directorate of Plans and Requirements (PR), under Navy Captain Raoul Alvarez, Deputy Director for Plans and Requirements, has been reorganized into four divisions: Aeronautical Requirements (PRA), Digital Data Requirements (PRD), Flight Information (PRF), and Plans (PRP).

Commenting on the reorganization, William P. Wall, Assistant Deputy Director for Plans and Requirements, said, "The thrust of the changes is

that requirements for hard-copy aeronautical charting products are now consolidated under one division and requirements for digital products, such as DTED, DFAD and PPDBs, are now consolidated under a separate division." The changes also conform to the organizational structure within Headquarters DMA.

The two new divisions are PRA, whose chief is Air Force Major Wayne

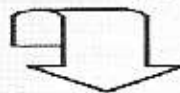
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May 13, 1988

Major General Durkin discusses MARK 85 in excerpt from *Defense 88* article--page 4.

DMAAC sergeant named top senior airman in St. Louis--page 7.



Direct Line →

Goals Crucial in Coping with Change

One of the few things that we can count on in both our personal and professional lives is change. The pace of change in modern life appears to be accelerating. Many people are uncomfortable with the instability that change creates. One of the responsibilities of all of us is to guide the organization through the difficulties caused by change.

I recently gathered DMA's executives in an "Off-Site" Conference to discuss the changing demands on DMA. We are facing a period of great uncertainty. Resource levels are uncertain and beyond the unilateral control of DMA. We are facing enormous technological change with the impending introduction of the Mark 90 production system. Many aspects of military and civilian personnel management are being changed by recently enacted legislation and many more legislative proposals are in work. Individuals can no longer count on doing the same work at the same location for their full career.

WE DO NOT have the capability to accurately foretell the future, but we do have a sense of areas that we need to be concerned about and issues that must be faced. We know that we cannot simply wait passively to see what will happen. We must set goals and move DMA deliberately toward their achievement. At the off-site, we were briefed by DMA executives on areas of concern and by outside experts on topics that are vital to the Agency's future.



From
Maj. Gen.
Robert F.
Durkin,
Director,
Defense
Mapping
Agency

I can assure you that I intend to lead DMA on a deliberately chosen course that will be designed to increase our successful performance as a combat support agency. A crucial first step will be setting our goals and specifying our assumptions so that we can arrive at the expected—and appropriately cope with the unexpected. Agency-wide efforts will soon begin to accomplish this first step.

I BELIEVE our off-site helped with the exchange of views among the DMA executive leadership. We do not all agree on what should be done. I regard this as a strength which will insure that we fully examine all of our options before I choose the course of action that we will follow.

I am convinced that the next couple of years are going to be crucial to the long-term success of DMA. We must prepare *now* to accept the MARK 90 system and all of the changes that living in the world of MARK 90 will bring.



Call 3-4178 with
your questions or
suggestions for
improvements.

Director's Hotline Replies

Q. *I am resigning due to reasons beyond my control with almost 33 years of service. Is there any possibility for an early out?*

A. Although some government agencies are offering their employees an early out, DMA has not approached the Office of Personnel Management, who has the approval authority

Q. *The Merit Promotion Plan requires the completion of KSAPs; isn't there a simpler and less time-consuming method DMAAC could use?*

A. Prior to the Civil Service Reform Act of 1978, many non-merit factors were used in the promotion process, e.g., length of service, nonrelated education, etc. The Civil Service Reform Act requires federal agencies to only consider the Knowledge, Skills, Abilities and Personal Characteristics (KSAPs) applicable to a particular position. Using an elaborate "job analysis" process, the Staffing Division (POP), in conjunction with subject matter specialists, determines the appropriate KSAPs to be used for each position. This method is currently the only one which meets the requirements of the Civil Service Reform Act.

POP has implemented an Automated Merit Staffing (AMS) System for the purpose of improving the application and record-keeping process. The significant changes to the current merit promotion process are in the application rating procedures and records maintenance. AMS will simplify the application process in that once an applicant is rated against a specific KSAP at a specified grade level, that KSAP need not be addressed again unless the applicant desires an updated rating.

While we do not expect the essence of the KSAP requirement to change, we do expect improved ways to assess employee experience.

...PIP

Continued from page 1.

torates and staff offices."

Nine major areas were categorized as Center-wide requirements. These included: 1) Pedestrian/traffic--improve pedestrian entrance to 2nd Street; improve traffic flow at 8900; and repair and improve bus stop areas; 2) Heat/AC--improve ventilation and temperature control in restrooms; improve ventilation in conference rooms; 3) Restrooms--repair/replace defective soap dispensers and cracked mirrors; install coat racks and shelves; 4) Doorways/halls/stairwells--number all doors in halls and stairwells; install office directional signs by each elevator; number posts in Bldg. 36; improve lighting in Bldg. 36 basement hallways; 5) Painting--provide brighter and more pleasant colors for walls; paint a color band accent on exterior of 8900 buildings; 6) PA system--install public address system throughout Center; 7) Exercise facility--establish at 8900 a facility similar to that at 2nd Street; 8) Pictures--install pictures and/or photographs in common work areas, hallways, break rooms; 9) General ground improvement--design and construct new entrances, canopies and lighting at 8900; construct dumpster enclosures; improve landscaping near buildings



Photo by Jim Stepanik

Workmen unload new sign onto its base at the Main Gate.

and throughout parking areas.

In a special briefing to the director's staff last week, Facilities Engineering Director, Lt. Col. Donald Armstrong indicated many of the identified projects were already underway. "We are studying the traffic flow problems at both installations and the lighting of the parking lots at 8900," he told the staff. Additionally, he pointed out a pilot project about to be completed on directory signs, accent wall painting for building 37, and projects this summer which will repair the restroom facilities and improve the conference room ventilation.

A special sub-committee was formed to address the hallway picture issue and steps have already been taken to

hold an employee photo contest and select photos for printing.

"Key to the plant improvement program," pointed out Colonel Armstrong, "is the action by the individual organizations to submit work orders for improvement projects effecting their work areas."

A number of proposed improvements were forwarded to the Civilian Welfare Council and the Base Restaurant Council for consideration as actions under their authority.

The PIP committee is composed of the Technical Director, Director of Facilities Engineering, Graphic Arts assistant department chief, Public Affairs Officer and President of NFPE Local 1827.

At Family Day

Special Events for Families

When the doors of the Aerospace Center open at 9:30 a.m. on Family Day, June 11, there will be displays and demonstrations featuring the state of the art in cartography, photography, computers and graphic reproduction. But that is not all.

There will be family-oriented information booths on home safety and fire prevention, health issues, drug and chemical dependency, counseling, and "do it yourself" projects in plumbing, electrical work and carpentry. There will also be information on financial aid for education from the Federal Employees Education and Assistance Fund.

The Security office will again be fingerprinting children as part of the National Child Find program. Security will also pass out packets for parents to keep information on their children, which authorities could use to locate them.

The Arsenal museum in Building 25 will be open. The first floor was renovated to reflect the early 1900s when the building was constructed as the commander's home.

Emergency Phone Installed

A dedicated emergency-access phone line has been installed at the Aerospace Center. Calls made to the emergency number, 3-4028, will reach both the dispensary and security police.

"We want to be sure that there is always someone available immediately to answer and respond to an emergency call," said Phyllis Benson, R.N., chief of the Medical Care Division. The dedicated phone line is for emergency access only. Outgoing calls cannot be made on the line, and non-emergency incoming calls should not be made.

Hours at the 2nd Street dispensary have been extended from 3 to 11 p.m. to accommodate second-shift employees, and two staff members have been added. They are Geraldine Winans, R.N., who is returning after a brief absence, and Patricia Harmon, R.N., a new employee. Helen Harden, R.N., and Ted Macinski, R.N., complete the nursing staff.

PR Has Reorganized

Continued from page 1.

M. Hesser/4822 and PRD, whose chief will be David Leshner. Pending the arrival of Leshner from the DMA Combat Support Center next month, Ray L. Hendrix/4871 is serving as acting chief.

PRA will be responsible for analyzing user requirements and assisting in the identification of requirements for aeronautical charting products, data and services. PRD will be responsible for analyzing user requirements and assisting in the identification of requirements for digital products, data and services. Both divisions will maintain specifications for existing products in their area of responsibility and assist the Directorate of Research and Engineering and DMA Systems Center in the development of new products.

PRF, under Air Force Major Robert L. Boot/4961, will continue to analyze user requirements and assist in the identification of requirements for Flight Information Publications (FLIP), data and services.

PRP, under Army Captain Dennis A. Hurley/4231, who arrived from Turkey last month on reassignment, will serve as the focal point within AC

for DMA requirements planning activities. Among its functions, PRP will develop, coordinate and maintain product specifications to support the MARK 90 Modernization Program and serve as the point of contact in PR for questions and interpretation of these specifications. The responsibility of planning for wartime/contingency MC&G support and disaster and contingency preparedness was reassigned several months ago to the Director's Readiness Group (DRG) under Air Force Major Joel B. Milakovich.

DMATSC Established

DMA has established a Telecommunications Services Center, replacing the Office of Telecommunications Services. DMATSC is in Reston, Va.

Cholesterol Screening Draws 1100 Employees

Slightly over 1,100 employees participated in the recent cholesterol screening program. Results were categorized into three groups: normal, moderate risk, and high risk. Of those tested, 175 were placed in the moderate or high risk group. All were counseled regarding diet modification.

People with high cholesterol levels have a higher risk of coronary heart disease. It takes an average of three months for low-cholesterol diets to be effective. In conjunction with hypertension screening this month, the Medical Care Division is offering retesting of cholesterol levels for those in the moderate or high risk groups and for anyone who did not participate in the initial screening.

Cholesterol screening is available at 2nd Street on Tuesday and Thursday afternoon, May 17 and 20, and at South Annex on Tuesday and Thursday afternoon, May 24 and 26. High blood pressure screening is available at 2nd Street on Monday, Wednesday and Friday afternoon, May 16, 18 and 20, and at South Annex on Monday, Wednesday and Friday afternoon May 23, 25 and 27. Those on second shift can stop at the 2nd Street dispensary anytime.

—Helen Harden, R.N.

Charting a World of All-Digital Maps

Mark 85

EDITOR'S NOTE: Excerpts from the article about the Defense Mapping Agency by Maj. Gen. Robert F. Durkin, DMA Director, which appeared in Defense '88, continue in this issue.

The Mark 85 conversion phase, currently moving on schedule, incorporates near-term upgrades to our production system. It has brought installation of more than 200 work stations—which are fully computerized—to perform quality control tasks, feature analysis, and the other tasks associated with a growing and more complex workload. Sixty multifunctional workstations are delivered and on line.

However, Mark 85 production is generated largely from traditional photographic source information—paper or film—which is then digitized to match the newer production processes coming on line. Mark 90, in turn, will be entirely digital from source acquisition through manipulation, storage and dissemination of this data to the field.

Of immediate concern to users is what we term the Mark 85.1 program. Between now and the end of this decade, mapping, charting and geodetic information will be distributed on varied media, such as magnetic tape, floppy disks, video and optical disks. At the same time, the Defense Mapping Agency's annual production of some 50 million paper maps and charts will continue—but with upgraded, computerized distribution and accounting systems.

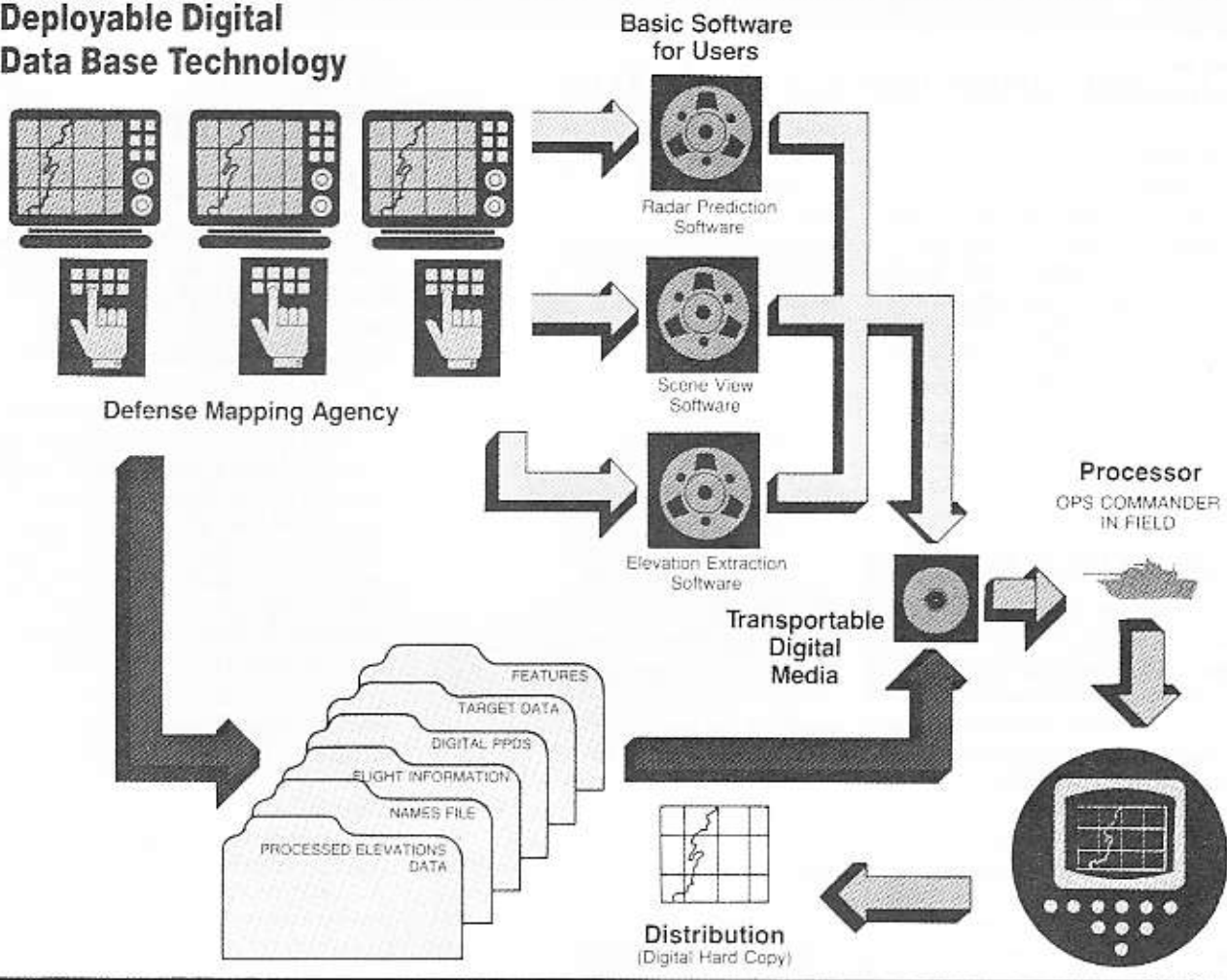
Existing paper products will also be digitized or "videoized," and various storage media, to meet the requirements of the user community, will consist primarily of videodisk, high-density tape and, most significantly, optical disks, such as the compact disk—read-only memory, for CD ROM.

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Deployable Digital Data Base Technology



Several types of digital data will be used to produce transportable digital media for field commanders.

While DMA's two primary data bases—digital terrain elevation data (for natural contours of the earth, such as hills and valleys) and digital feature analysis data (for man-made features, such as buildings and power plants)—are digital products, most additional near-term production will be digitized versions of existing paper products.

An exception is for the terrain analysis mylar overlays, where direct digital production is being developed for Army use. A prototype tactical terrain data product (essentially battlefield information such as the strength of bridges and the closeness of tree stands), is now being demonstrated to the services. This prototype goes beyond the Digital Land Mass System data base now being produced. It provides a

"baseline" map rendition upon which battlefield commanders may rapidly overlay tactical information. Point-positioning data bases, comprised of digital imagery, are also in development.

DMA also proposes to distribute raster versions of some products. This process captures a map as a digital raster image in its original projection and coordinate system, i.e., as a series of lines that make up an image in much the same way that lines make up the image on a TV screen. Overlaps between paper maps are eliminated, the edges properly aligned and the system made compatible with the World Geodetic System 84—the most recent worldwide geodetic system available. An initial use of this data can be found in the moving map display

of AV-8B, F-18 and V-22 aircraft cockpits. The displays can be "manipulated," that is, fresh information added. It is this distribution of maps and charts in digital and electronic (video) form that is the heart of the Mark 85.1 effort.

The Mark 85.1 initiative acknowledges that DMA "customers" are increasingly aware of the current revolution in hardware availability, that customers have growing needs to work with higher resolution products in some areas, and that these users of data are already becoming ever more involved in auxiliary mapping, charting and geodetic tasks in the field, such as critical point positioning, prediction and simulation support.

Continued in next issue.

AIDS Briefings Attract High Turnout

More than half of all employees have attended one of the briefings on Acquired Immune Deficiency Syndrome (AIDS). The briefings, which were presented by staff of the Employee Assistance Office (EO) during the past two months, included a videotape featuring the U.S. Surgeon General, C. Everett Koop, a presentation of government policy with regard to AIDS in the work place, and an opportunity to ask questions. All managers and supervisors were

required to attend, while other employees were encouraged to attend.

"The response was greater than we anticipated, so we are very pleased," said EO Chief Sid Cooper. Nearly 150 briefings were given for employees in St. Louis and Kansas City, and a special session was held for hearing-impaired employees. Total attendance was 1,880.

"These briefings gave employees an opportunity to receive information about AIDS in a systematic manner, with a staff member available to answer questions as they arose, which is very important," Cooper said. "Surveys of the general public indicate that most people have heard or seen information about AIDS, but only about 30 percent have received information in a systematic way, so we think we had some positive impact. We hope to make these AIDS briefings available to new employees."

The U.S. Public Health Service is stressing education as the chief means of preventing the spread of the AIDS virus, as no cure or vaccine has been found to date.

Cooper is scheduled to brief the DMA Director, Maj. Gen. Robert F. Durkin, and other staff at DMA Headquarters as part of a plan to establish a similar AIDS awareness program throughout DMA.

FEW Meeting

Carol Bello of the Consumer Credit Counseling Service will speak at the May 19 meeting of Federally Employed Women. The program will be held in the 2nd Street dining hall, with cash bar at 3:30, meeting at 4. For further information contact Kathy Hille/8398 or Mary Miller/4783.

Buckle Up, DMA!

May 23-30 is "Buckle Up America" week. The national goal is to increase safety belt usage to 70 percent. "I know DoD can do even better," said Secretary of Defense Frank Carlucci in a message to DoD employees. DMA is participating in the campaign.

Lunch Film To Show The Contributions Of Working Women

The film "There's No Such Thing as Women's Work," will be shown by the Federal Women's Program and Arsenal '76 Chapter of Federally Employed Women during the lunch hour next week.

The 30-minute documentary traces working women in America from the colonial period to the present. It was released by the Women's Bureau of the Department of Labor "to stimulate a better understanding of the many contributions working women have made to the nation's economy." Segments also cover the Industrial Revolution and both World Wars.

"There's No Such Thing as Women's Work" will be shown at 11 and 11:45 on May 17 in conference room 2 in Building 89004 and May 19 in training room 1A-1 in Building 36. Questions should be directed to Karen Buehler/4276 or Kathy Hille/8398.

Looking Back

TEN YEARS AGO...Richard Dierkes of the Special Security Office recently reached the 2,000-hour mark in sick-leave reserve. Richard said the last time he used sick leave was in December of 1961. (Orientor, May 12, 1978)

TWENTY YEARS AGO...Due to ACIC's complete mastery of metropolitan industrial teams, the St. Louis Softball Association has placed our fastpitch team in the Monday night "AA" league. Unlike ACIC, "AA" teams have no restrictions on recruitment of ball players. ACIC, however, has shown that they have some of the best players in the city, with a record of four losses in the past 71 games and four straight city titles! (Orientor, May 10, 1968)

CORRECTION...Readers of the April 1 Orientor questioned this sentence under "Twenty Years Ago:" "The Army has unveiled automatic equipment that produces a map from an aerial photograph in 24 hours—as against the six-to-24 hours previously required." The second "hours" should have been "months." The item went on to say that "The Corps of Engineers' new pride is named Universal Automatic Map Compilation Equipment (UNAMACE)."

DMAAC Day

June 4

See your CWC rep for tickets or call C.D. Wright/8262.



St. Louis' Top Senior Airman Is Master Sergeant from DMAAC

Master Sergeant Walter Duncan Jr. has been selected by the Spirit of St. Louis chapter of the Air Force Association as the St. Louis area's Outstanding Active Duty Senior Airman for 1988. He was introduced by AC Deputy Director Col. Stephen F. Burrell and presented his award at the AFA's annual banquet April 29.

As the superintendent for mission support in the Supply and Services Division, Sergeant Duncan was cited for improvements he initiated, including upgrading equipment used in research and "demand" processing, re-warehousing bulk storage to provide greater security and inventory accuracy, and implementing efficiencies in the operation of the base service stores. "His leadership has proven successful with both military and civilian employees he has supervised," officials here said. "He has increased the level of supply support at the Aerospace Center."

In the area of self-improvement, Sergeant Duncan is pursuing graduate studies at Webster University. He earned a bachelor's degree in social psychology magna cum laude from Park College, Parkville, Mo., in 1986 and an associate's degree in logistics management from the Community College of the Air Force the same



MSgt. Walter Duncan Jr. year. The father of three children, Sergeant Duncan is active as a coach for youth teams in baseball, T-ball, and bowling. He was one of the sponsors of a bowling tournament at Scott AFB, Ill., that raised money to fight cystic fibrosis, and he accompanied children from health and welfare agencies on a tour of Grant's Farm. Sergeant Duncan is a graduate of Sumner High School in St. Louis; his wife Ella graduated from Northwest High here. An Air Force member for 13 years, Sergeant Duncan came to DMAAC in 1986 from the Military Airlift Command at Scott AFB.

Her Honor, the mayor

Cartographic technician Barbara Savalick (MCABD) was inaugurated mayor of Bella Villa, a community in South St. Louis County, on May 10. She had been president of the Board of Aldermen the past four years.

"It will be a challenge for me, and a community service," Barbara said. She has lived in the community of about 1,000 for 19 years.

Super students

Stacey Galloway, daughter of Mike Galloway (FEMRP) and his wife Marilyn, and Brent Waskow, son of Jim Waskow (SOC) and his wife Joyce, are finalists in this year's National Merit Scholarship competition. Based on academic performance and an essay the students write, as well as their performance on the Preliminary Scholastic Aptitude Test, the honor places Stacey and Brent in the upper one half of one percent of high school graduating seniors, according to their notifying letters.

Stacey, a senior at Webster Groves High School, was a foreign-exchange student in Guayaquil, Ecuador, last summer. She will attend Drake University in Des Moines, Iowa.

Brent, who became an Eagle Scout in February, will graduate from Kirkwood High School and plans to attend Cornell College in Mount Vernon, Iowa.

Five Cited for Contributions to Information Management

Five Aerospace Center employees have been nominated to receive national awards for their contributions in the information resources area. The awards are presented in June by the Interagency Committee on Information Resources Management, a group of senior officials in the federal agencies.

Nominated for an award in the category of "technical excellence" were Sharon Ivens, Robert Kalinowski and James Zimmer, all of the Mapping and Charting Division Production

Support Office (MCAP), and Robert Hudzik of the Information Systems Branch (CMDC). Using an existing automated system, the four developed a "highly responsive" process to manage the products of the newly reorganized Mapping and Charting Department, officials said. The process eliminated a large volume of records that had been prepared manually, while providing more timely and specific information to managers.

Nominated for an award in the

category of "managerial and administrative excellence" was Keith Lorence, chief of the Directorate of Acquisition Management Information Systems Division (AQI). He was cited for directing the implementation of a new management information system. "Through his attention to planning and detail, a system unfamiliar to both workers and management was installed, tested, debugged and made operational with almost unnoticeable impact on daily operations," officials said.

Chips, Blues Win Softball Openers

The first women's game of the season started with a bang; the Bobalooos had the Chips-A-Hoys down 5-1 until the Chips rattled back to tie the game 5-5. Darlene Goodman's golden glove at third base aided in holding the Bobalooos to five runs. With the bases loaded, Marian Guidry added a little insurance with a triple, and the Chips went home with a 9-5 victory.

Diamond Blues defeated the Leftovers 6-3 with a triple by Tammy Pryor and a bases-loaded double by Lisa Webber, but the highlight was when Kathy Keefe made a great catch in the outfield and didn't know it. Plum Crazy "cooled out" the opener waiting for their first game. --Johnetta Lowe

Western Bowlers Done

Defcon 4 and Secret Salvage were even going into the final game of the season in the DMAAC Mixed League at Western Bowl. In the final, Secret Salvage pulled away, 1611-1548. The winners were Janie Greathouse, Greg Grohman and Mike Cebulski.

Individual achievements for the season were: high average--Sue Mateyka (180) and Al Manson (187); high series--Pat Tolefree (614) and Dean Erpenbach (648), and high game--Janie Greathouse (267) and Mike Noga (268). Most improved were Sue Mateyka, who increased her average by 25 points, and Dean Erpenbach, up 18 points for the season.

--Leslie Hoggatt



Photo by Karen Isbell

Ernie Reith (front) placed first in the Southside Corporate Challenge Run. Other Striders, from left, are Ron Tomlinson, Philip Alderman, Curt Overbey, Stu Pagenstecher, Dave Paulton, George Soscia, George Keil and Dave Talburtt.

Striders Dominate Southside Run

Employees of Anheuser-Busch, Ralston Purina, and DMAAC joined together in the second Southside Corporate Challenge Run April 14, and again the DMAAC Striders were dominant. Finishing first overall was Ernie Reith, while the second, third and seventh finishers, Steve Mrotek, Ron Tomlinson and David Talburtt respectively, were counted as the first-place team. Three days later Reith took first in the Mizzou 3K Run, and Mrotek and Curt Overbey were first in their age groups. Reith and Mrotek were recognized as the best runners in their age category by the St. Louis Track Club at their awards ceremony Feb. 6. We all look forward to seeing what Ernie, Steve and the rest of the DMA runners can accomplish this year.

--David Talburtt



Campaign Ends June 3

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