

# Orienteor

Defense Mapping Agency Aerospace Center

February 16, 1990

Defense  
Cutbacks  
& DMAAC

--Page 2.

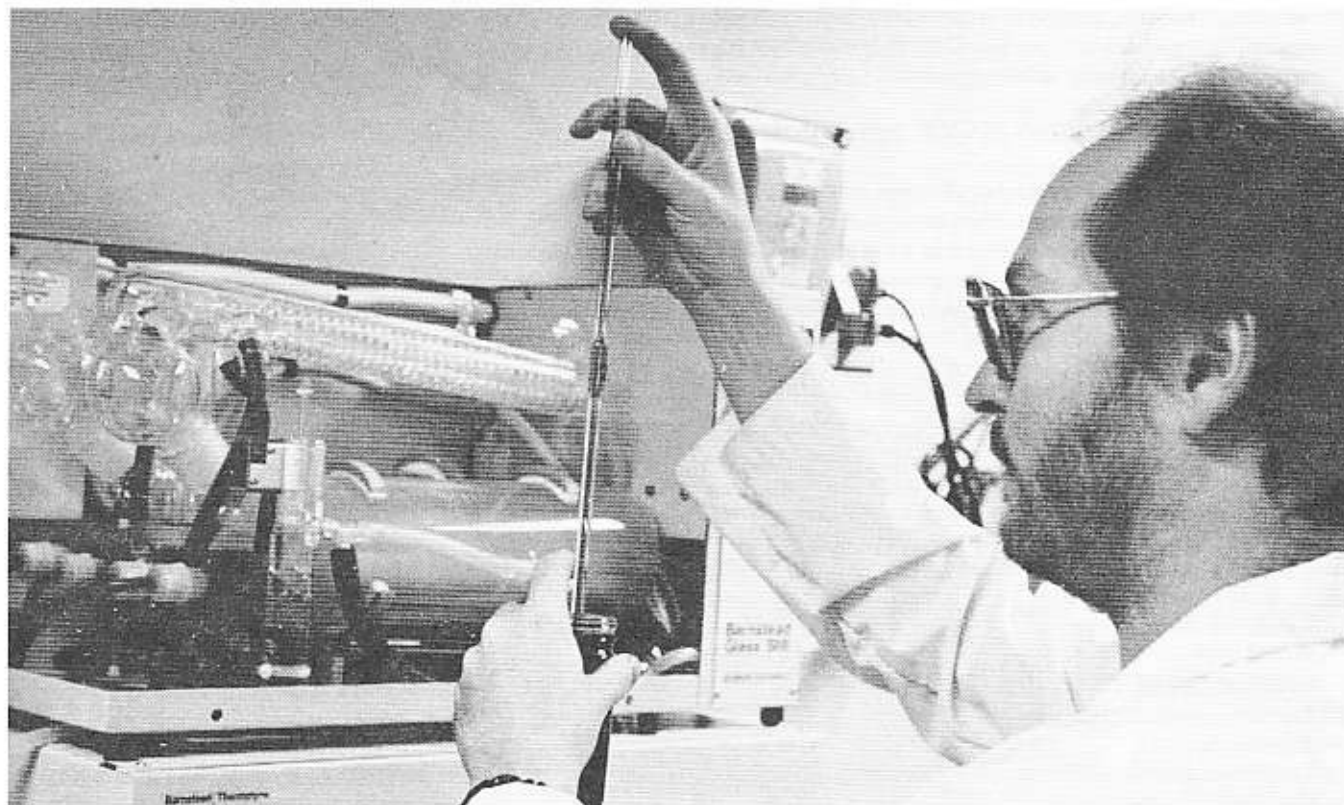


Photo by Jim Stepanik

Chemist Steve Brown (SDRA) extracts a solution of processed photographic chemicals into a pipette for an analysis of its silver content. The precious metal is harvested by SD's Precision Photographic Division from photographic materials used in producing photographic products, allowing the government to recover the cost.

## Production Begins in SD

**D**MAAC's Scientific Data Dept. (SD) plays an important role in helping DMA to carry out its mission of providing mapping, charting and geodetic support to our nation's armed forces.

SD's primary role is to initiate the production process for almost every activity at DMAAC. All production sources--photography, maps, chart, and textual information--are collected, evaluated and recorded in large computer data bases.

To start the production process, SD assembles "source packages," which contain relevant source materials and instructions for the preparation of the product. These packages are provided to other organizations within the Center that carry out subse-

quent phases of the production process.

Another major role of SD is to prepare geodetic control networks, which are used to precisely locate the geographic positions of topographic and man-made features identified on the source materials.

This "photogrammetric control" is provided to the Digital Products Dept. and Mapping and Charting Dept. as a primary input to their production.

SD does produce several DMA products in their entirety. The precise locations of strategic and tactical targets are produced for various organizations, including the Strategic Air Command and the Tactical Air Forces. Point Positioning Data Bases

Continued on page 4.

# Talking Point

## Coping With Potential Cutbacks

**C**learly, change is the byword for the current state of affairs in defense. It's in the news daily. Candidate base closures have been announced. The size of reductions is being debated. No matter what the final number, the trend is clear that DoD faces budget cuts and the size of the work force will be smaller.

**WHAT IS THE DRIVING FORCE** behind these developments?

Recent developments in Eastern Europe and within the Soviet Union have eased East-West tensions. Some people feel that the Cold War is over and it is time for the U.S. to focus more of its efforts, and economic resources, on serious domestic issues. The main forces, then, are the perception that the Soviet threat has changed fundamentally and concern about the federal deficit.

The change in view about the threat results in lowered levels of funding for DoD, forcing readjustments of long range plans.

The effects are being felt already. As you know, the Secretary of Defense has imposed a freeze on civilian hiring. The stated purpose is to reduce the DoD civilian work force and make reductions in FY 1991 and beyond more manageable. There are also reductions in the number of men and women in uniform.

**IN RESPONSE TO RECENT EVENTS**, the Director, DMA, formed a group to develop options for DMA to cope with potential cuts. The group studied many areas of DMA and outlined a variety of consolidations, centralizations, reductions and terminations of functions and services. We provided the group and Director comments on these proposals. I expect the Director to announce his decision shortly.



By Col. Marcus J. Boyle, Director, DMA Aerospace Center

I recognize this is an emotional subject. The approach taken by the Aerospace Center staff, however, was objective and recognized that what is best for DMA best serves the Aerospace Center. The choices before General Durkin are tough. There will be adjustments and some reductions, that is a certainty. I assure you when I know what he has approved, you will know.

**MY SUGGESTION AT THIS POINT** is to press on and do your best every day. In my experience, the Defense Mapping Agency has consistently tried to minimize the impact on people when major organizational adjustments were required. That is not to say there will be no dislocations or that people will not need retraining. Such are the consequences of a drawdown. The people affected, however, must be flexible.

When an organization is forced to tighten its belt, it must fall back on its strengths. By any objective measure, you, the talented men and women of the Aerospace Center, stand out; that is a critical factor in this difficult period. As developments occur, I will keep you informed ●

## AC Director Greet Blacks Within Government

**O**n Feb. 1 the National Association of Blacks Within Government, in conjunction with the University of Missouri--St. Louis, celebrated the beginning of African American (Black) History Month with guest speaker, the Hon. Carolyn Walker, State Senator of Arizona.

Celebration continued Feb. 2, with greetings from Colonel Marcus J. Boyle, Director of DMAAC; and Colonel Bobby R. Sanders, Deputy Commander of the Army Reserve Personnel Center. The Hon. Virvus Jones, Comptroller of the City of St. Louis, then gave a very inspiring message.

Sandra Daniell, chief of the Data Services Dept. Production Support Office, one of the honorary chairpersons as well as a workshop panelist, gave a dynamic pre-



sentation, and George May, manager in the Digital Data Requirements Division (PRD) was among those attending the weekend activities. It is regretted that more upper level managers did not attend, but over 1,100 persons--from DMAAC, other agencies and the community--did. On Feb. 3 Donn Johnson, KTVI news anchor, gave an inspiring message about Blacks in the mass media. The seventh annual luncheon that day was attended by many elected and high ranking officials and community leaders. Keynote speaker, the Hon. Alyce Clarke, U.S. Representative from Mississippi, spoke on the conference theme, "African Americans: Facing the Challenges of the Nineties."

Continued on page 4.

# AC Submits Survey Progress Report

**T**he Aerospace Center has filed with Headquarters DMA its first progress report dealing with the implementation of recommendations that resulted from the work force survey.

The report lists "progress to date" and "further action planned" on a wide range of identified actions. To give some examples, the actions, which are now underway, include reviewing the awards program, assessing the need for more information through Town Hall meetings and other activities, and revitalizing the Career Management Program.

All components are required to submit the quarterly reports, which outline progress in implementing the component's action plan. Developed by the staff of each component, the action plans address problem areas that were identified in the work force survey all employees were asked to complete. AC's report, which was prepared by the Employee and Labor Relations Division (POX), is based on input from all the department, directorate and staff offices at this Center.

A major result of the work force survey has been to "move DMA toward more participatory management," said employee relations specialist Edward L. Maness (POX). "Many of the recommendations (based on the survey results) are intended to achieve more participation by employees in the management process. It may not be done overall, but there are places where management is trying to accomplish this." A second goal of most of the action plans is to improve communication between employees and management.

"The progress reports report on actions that were taken to implement the action plan during the preceding quarter," Maness said. "The action plans contain specific actions for implementation; however, the plans are ongoing: actions can be added or dropped."

In addition to the Centerwide plan, each department, directorate and staff office also was tasked with developing an action plan to deal with problems that were identified by the survey within the organizations.

There is also an agency-wide plan.

More than 93 percent of DMA's employees completed the standard survey last year, which covered the gamut of work-related concerns. For each of more than 100 statements, employees were asked to choose the number most closely representing their response, ranging from "5" for "strongly agree" to "1" for "strongly disagree."

The results were analyzed for DMA as a whole, components of DMA, departments and directorates within each component, divisions within the departments, directorates and staff offices, and individual work units.

For each general topic and state-

ment, percentiles were determined comparing the work group's average (mean) answers with the answers of all others who have taken the survey, federal organizations who have taken the survey, and other DMA work units.

The survey results were then shared with employees and unions in meetings with their supervisors, while staff worked to complete their action plans, based on the problems that were identified.

Plans call for the survey to be repeated at a future date to evaluate changes in employee attitudes since the first survey and determine if progress was achieved.

## MSgt. Green: DMA's Outstanding Airman



DMAAC's Outstanding Military Personnel of the Year, MSgt. Mark A. Green (left) and Capt. Anthony L. Scafidi, receive congratulations from AC Director Col. Marcus J. Boyle.

Photo by  
Jim Stepanik

**M**aster Sergeant Mark A. Green, chief of DMAAC's Facility Security Division, has been named DMA's Outstanding Airman of the Year in the Senior

Enlisted category. As DMAAC's Outstanding Enlisted Person in 1989, Sergeant Green was recognized in the Jan. 5 *Orienter* for his leadership on the job and in the Enlisted Council.

### Reston Center Needs Experienced Cartographers

Would you like to move to Reston, Virginia, to work in the DMA Reston Center? If you are a Cartographer, GS-11, with the following skills, the Reston Center needs you:

Point Positioning, Photogrammetry, Area Information, Triangulation

DMA will pay full PCS (Permanent Change of Station) and relocation costs. Reston Center and the Consolidated Personnel Services Office (CPSO) will have representatives at DMAAC on Thursday, 22 February 1990. Please contact Jennifer Anderson, DMAAC/POR, to schedule an appointment. Dr. Anderson can be reached on extension 4460.

# Blacks Within Government

Continued from page 2.

DMAAC employees played a major role in all the activities. The 1990 planning committee from DMAAC included Walter Fisher (DSMB), Ralph Price (DSMC), Johnetta Lowe (DPICB), Dr. Charles Piller (DSP), and LeRoy White (SDRG).

The National Association of Blacks Within Government is a non-profit, non-partisan organization of federal, state and local government employees, appointees and retirees.

--Johnetta Lowe

## In Sympathy

Joseph Grizio died Jan. 29. He was employed at the Aerospace Center for more than 14 years, retiring as an aeronautical information specialist in 1982. He also served in the Air Force, retiring as a major before coming to DMAAC. He leaves his wife Edith and two stepsons.

## Orienteer

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# SD Starts Production

Continued from page 1.

(PPDBs), which allow a user to precisely locate targets on a real-time basis, are produced for all the armed services.

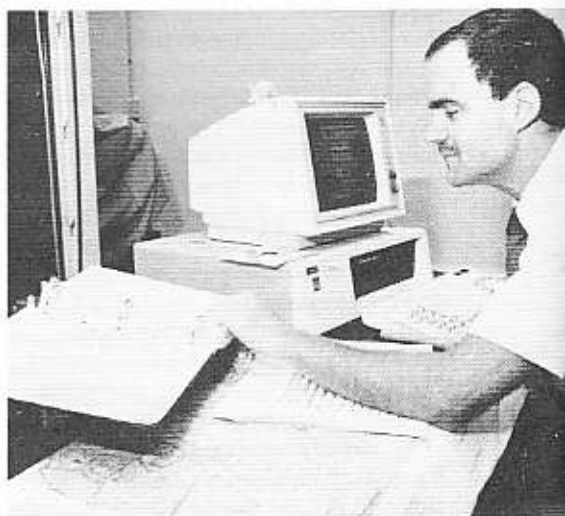
With over 600 employees assigned, SD is the largest of the five production departments at AC. The SD work force is organized into four divisions:

**The Data Preparation Division (SDA)** prepares source packages for many DMA products. While evaluating these source materials, SDA provides input to several multi-user data bases, containing such information as intelligence documents, hazardous flight conditions, and vertical obstruction data.

Two divisions develop positional data. **Geopositioning Division 1 (SDE)** uses analytical triangulation methods to develop Point Positioning Data Bases (PPDBs), graphic and digital data compilations, and control networks.

**Geopositioning Division 2 (SDF)** develops geodetic coordinates and supporting data. These precise, evaluated "points" are required by strategic and tactical weapon systems for targeting and guidance purposes. Coordinates can be provided on a quick-response basis in crisis situations. They are also used to provide control in chart production.

**The Precision Photographic Division (SDR)** produces a wide variety of photographic materials. The "photo lab" provides precision reproductions of aerial photography and generates continuous-tone film and paper products. Products can be transformed, rectified, scaled, or composited with reseau grids from either photographic film images or digital media. SDR's Graphic Design Branch prepares multimedia graphics, including briefing boards, vu-graphs and slides.



Cartographer Stuart Oldham (SDAEB) uses the Chart Updating Manual, a periodical listing conditions found in DMA products that may be hazardous to flight, to determine if the condition was corrected in a subsequent edition of the applicable chart.



At right, cartographer Eileen Haviland (SDFBA) uses a stereomagnification viewer and light table to locate a point on source material. Precise coordinates for the point will be provided in the finished product. Above right, from left, co-workers Melton Van Vickle, Jerone Reynolds and Michelle Lancaster use special equipment to transfer ("pug") points from one photo to another by aligning them stereoscopically and then drilling a hole in the emulsion covering the image.

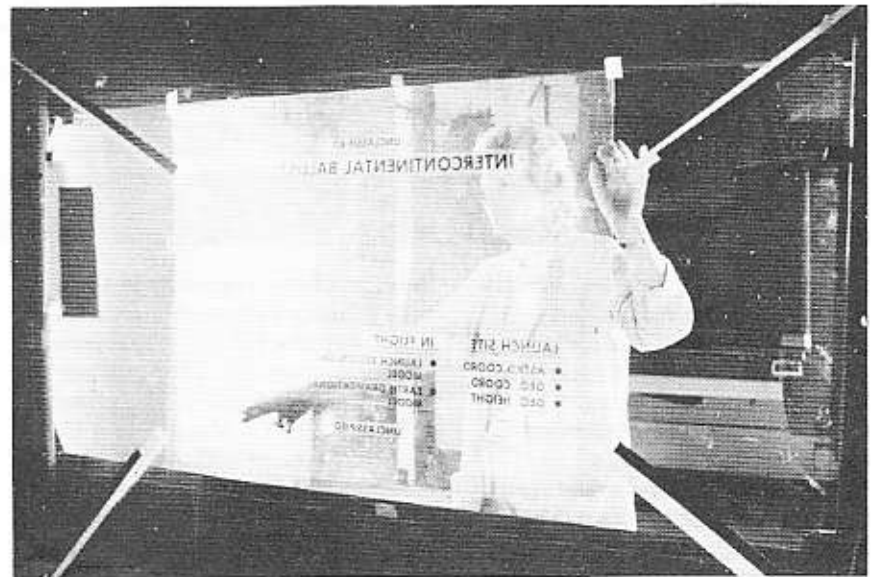


Clarence White (SDADB) assembles source materials--a tape of digital data, intelligence documents and charts--to make a product source package.



Security assistant Kimberly Nance (SDE-DB) operates equipment that cleans and re-packs high-density tape used on the Digital Comparator (DC/S). One of the modernization segments, the DC/S is used by cartographers to establish coordinates from soft copy representations.

Photos and layout by Jim Stepanik. Information for this feature was provided by SD Chief Larry Muncy, cartographer Russell Kappesser (SDPA) and laboratory, scientific and technical photographer Robert LaBeau (SDPA).



Laboratory, scientific and technical photographer Fran Stevens (SDRBB) positions a film positive on the German-made Klemish camera in order to produce a scaled negative. Negatives produced on the camera can be as large as 50 square inches.

## Court Rules in Favor of DMA's Random Drug Testing Program

Federal Judge Harold Greene, U. S. District Court for the District of Columbia, ruled that the Defense Mapping Agency could proceed with its no-warning random drug tests for DMA personnel holding security clearances, according to DMA General Counsel Edward J. Obloy. The court challenge to the agency plan had been raised in federal court by the unions.

DMA is now proceeding with the implementation of its random drug testing program. The collection and testing policies and procedures are in place, and the first random tests will be conducted at Headquarters DMA.

The court ruled that the government may properly make testing a requirement for holding a Secret or Top Secret security clearance. Nearly 8,000 DMA employees have Secret and Top Secret clearances. Under the agency plan, employees who hold these clearances will be selected randomly and required to appear on short notice to produce a urine specimen.

A verified positive test result triggers mandatory disciplinary and administrative actions. Any employee found to use illegal drugs must be referred to the Employee Assistance Program for counseling and rehabilitation; removed from their sensitive position/duties; and disciplined (suspension to removal), for illegal drug usage. DMA's drug testing plan is a result of President Bush's Executive Order which established the policies regarding a drug-free federal workplace.

## CFC Trophy Honors DMAAC

The trophy pictured in the Feb. 2 *Orienter* was presented to the Aerospace Center by the metro area Combined Federal Campaign "for outstanding campaign achievement." According to project officer Carole Breckner, DMAAC exceeded its campaign goal by the largest percentage of any organization of similar size. The trophy is on display in the first floor corridor of Building 36.

## Honor Roll

### SERVICE AWARDS

#### 40 Years

Haddad, Robert P.  
Sostman, Shirley A.

#### 35 Years

Caldwell, David M.  
McIntyre, Charles W.  
Watford, John A.  
West, Alvin L.

#### 30 Years

Bahr, Virgil  
Billen, Max C.  
Schrama, Richard L.

#### 25 Years

Perks, Michael E.

#### 20 Years

Couch, Alvin W.  
Koepp, Vincent L.  
Scroggins, Theresa A.  
Smith, Donald W.  
Tucker, Kenneth D.



### PROMOTIONS

Berter, John T., GS-9  
Bertolo-Carnicom, Clifford E., GS-12  
Caldera, Ruben, XP-7  
Couch, Alvin W., GS-5  
Cox, Judith A., GS-5  
Crouch, James K., GS-9  
Dean, May C., GS-4  
Dempsey, Patricia S., GS-9  
Emerson, Melvin, GS-6  
Ferrell, Earline A., XP-6

Franklin, Zachary, XP-7  
Hanewinkel, Sharon L., XP-6  
Hawkins, Richard H., GS-7  
Hensley, Judith M., XP-7  
Holland, Gary G., XP-7  
Hrobowski, Ethel L., GS-II  
Hufnagel, William J., GS-9  
Kasich, David W., GS-9  
Klobe, Michael D., GS-6  
Kolley, Timothy E., GS-6  
Kubik, Mary E., GS-9  
Lacaze, John A., Jr., GS-9  
Mark, Thomas P., GS-9  
Michaels, Sandra L., XP-7  
Presson, Frankie F., GS-5  
Schlitzer, Frederick D., GS-9  
Scroggins, Theresa A., GS-12  
Smith, Marianne C., GS-7  
Tomlin, Brenda L., GS-7  
Wright, Dawnell L., GS-5

### Military Promotions

Capt. Charles R. Howell,  
USAF and Capt. Patrick S.  
Kallaus, USAF, have been  
selected for promotion to  
major.  
Sergeant Jeffrey P. Carver

### MILITARY AWARD

#### Meritorious Service Medal

MSgt. Kenneth H. Wilkins,  
as NCO in charge of the  
Inter-Range Operations  
Branch, Air Force Space  
Command, Falcon AFB, Colo.

## To Your Health

Preventive health care includes the early detection of disease. Early detection means control of a disease that, left untreated, could become a handicap or life-threatening. Therefore, the dispensary is conducting several screening programs.

In February, we are conducting a colorectal screening program. This is a simple test, which takes one minute to perform but is indicative of a silent colon cancer.

Also underway and continuing through March is cholesterol screening. Elevated cholesterol could lead to

heart problems, especially in those with a family history of heart disease.

March ushers in the breast cancer screening program. The Mallinckrodt Mammogram Mobile will be present at 3200 S. 2nd St. March 8 and 15 from 8:30 a.m. to 4:30 p.m. Call Mallinckrodt at 362-7111 for an appointment. The cost is \$50, payable by check, Visa or Master Card. The test takes 10 minutes. The report will be sent to you and the physician of your choice. Forms, available in the dispensaries, should be completed prior to the mammogram.

Our screenings have been highly successful in detecting many cases of diabetes, hypertension, cancers of the colon and breast, glaucoma, and one rare blood disease. But our screenings are not absolute. If any abnormality is detected, you will be referred to your physician for more testing.

We have learned that preventive measures are far more beneficial than crisis intervention. Early detection and treatment augments, not only life, but an active, productive life. We hope you will take advantage of these programs. --Medical Care Division

# Going Together

**I**t's not every day that a married couple retire together, and from the same employer, but aeronautical information clerk Marie Sherman (MCBCC) and clerk Norman Sherman (GAM) did Feb. 2. And there's every indication they will keep "going together."

A Marine when he met Marie at a dance, Norman exemplifies the loyalty Corps members are known for. Enlisting Aug. 8, 1942, he went from boot camp to New Zealand for six weeks before finding himself in the thick of the fighting at Guadalcanal. But it was malaria that sent him back to the U.S. for two years. "They were going to discharge me



**Norman and Marie Sherman**

*Photo by Jim Stepanik*

but I refused," Norman said. "I liked being a Marine (not for the combat); I didn't want to give *that* up." He recovered in time to join the invasion of Okinawa. After a few years in the Reserve, he was back on the war front, fighting in Korea's infamous Battle of Chosin Reservoir. "Then I signed up for two more years to get embassy duty," he said. With 10 years of active duty, Norman almost re-enlisted in 1957, "but I decided to stick around home for my parents." He came to DMAAC in

1968, two years before Marie, who began federal service in 1952 and came from the VA Records Center.

More than anything, the Shermans seem like "partners," jointly adding comments and observations. "We do garage sales and flea markets," said Marie. "And we have a parrot," said Norman. "Marie taught it to talk; it'll talk for her but not for me." Mostly they'll be at home in University City, with side trips to Marie's hometown, Hermann, Mo., and to wherever else they choose.

## Retirements

**Durward E. Sylvester** (SDAP), cartographer, retired Dec. 29. He began his federal career in the Air Force in 1951 and came to the Aerospace Center, then ACIC, in 1963. "I will miss the people of DMAAC and especially the softball competition," he said. "My plans are to stay busy in a nice, relaxed manner."

**James W. Tancock** (DSMP), cartographer, retired Dec. 29. A Navy veteran of World War II and the Korean conflict, he said, "After college at Michigan State and five years in oil exploration with Texaco, I started on the carto drawing boards in 1963.

"My 26 years at ACIC and DMAAC included assignments in chart compilation, lunar mapping, the DoD Gravity Library, and the Research, Scientific Data and Data Service Departments. Also, the Technical Library and, most recently, the Data Integration Segment" of the Digital Production System. "I will miss the Agency and the many fine folks I have worked with." For retirement, he said, "I have a house and yard, wife, five children and four grandchildren to care for, and a 1940 Buick to restore. If all that fails, I'll take a nap."

## Chili Cook-Off

The DMAAC Enlisted Council will hold a Chili Cook-Off Feb. 22, starting at 10:45 a.m., in the lobby of Bldg. 36 and conference room 4 of Bldg. 89004. All proceeds will go to the James S. McDonnell USO. Donations will be appreciated and soda will be for sale. Judges will be Colonel Boyle, Colonel Stokes, Jim Mohan and Colonel Icenhower. Call SMSgt. Weiss/8304.

## Kudos

### Meeks' Son Featured

John Meeks, son of Charles Meeks (MCBC), was the subject of a half-page feature in the St. Louis *Post-Dispatch* "High School Close-Up." A senior, John beat cerebral palsy playing on Lindbergh High's football team. He now concentrates on his first love, which is weight lifting.

## Calendar

| MARCH | EVENT               | PLACE                          | RESPONSIBILITY       |
|-------|---------------------|--------------------------------|----------------------|
| 6     | Toastmasters        | Lindbergh Room                 | R. Snider/4956       |
| 8     | Toastmasters        | South Annex                    | H. Galan/8384        |
| 13    | FBA Meeting         | Garavelli's Inn<br>at the Park | T. Woodward/895-9208 |
| 15    | FEW Monthly Meeting | 2nd Street Dining Hall         | M. Miller/4783       |
| 15    | Bloodmobile         | 2nd Street                     | P. Benson/4047       |
| 20    | Toastmasters        | Lindbergh Room                 | R. Snider/4956       |
| 22    | Toastmasters        | South Annex                    | H. Galan/8384        |
| 28    | NFFE Local 1827     | 2nd Street Dining Hall         | E. Hacker/776-8424   |

Contact Debbie Wenzelburger/4142 NLT 21 March to have your April events listed.



## Springing It

Loosening up for their fifth annual Ground Hog Day Run, held during the lunch hour, are Striders, from left, Steve Mrotek, Denzil Hale, Curt Overbey and Dave Talburt. No ground hog appeared along Broadway to confirm or deny the arrival of an early spring; however, it was a shadowless day, and the Striders are definitely springing it.

*Photo by Paul Hurlburt*

## Sports



**Sue Mateyka**

## Bowls 299

At Shrewsbury Lanes The Arsenal Mixed League was treated to a near-perfect game Jan. 31 when Sue Mateyka (DSCBAA) rolled a 299 game. In the 12th frame the "10 pin" refused to

fall--but the league and spectators gave her a tremendous ovation. She ended the evening with a 716 series; great job, Sue!

Other members deserving of recognition were Ed Fank--701 series, Kevin Alphin--667 (260 game), Tony Randazzo--652, David Ivens--644, Tim Mroz--634, Barb Speiser--565, Janice Alphin--558, and Ed de la Pena for his 233 game.

--Dot Kelley

## DMAAC Volleyball

Standings After 10 Weeks of Play

| Recreation League       | Power League             |
|-------------------------|--------------------------|
| Fighting Beavers 27-3   | Volley Girls & Boys 30-0 |
| Bumpers 23-7            | Knetknockers 23-7        |
| Hosey's Hogs 20-7       | Hi-Five 19-11            |
| High Ballers 19-10      | Lil Rascals 11-16        |
| Am. Gladiators 16-11    | Pinheads 12-18           |
| Chain Gang 10-19        | Dinks 11-19              |
| Grandpa & Kids 10-14    | Castaways 7-23           |
| Out to Lunch Bunch 9-20 | Rookies 4-23             |
| Who Cares 7-23          |                          |
| Who's Where 4-26        |                          |

## Racquetball Tournament

Entrants in the DMAAC Racquetball Tournament, March 23-24, will receive a shirt. There will be door prizes, trophies, food and refreshment throughout the tournament, and more. Open to all employees and family, with four levels of competition for men and women: beginner to advanced. Look for registration forms or call Dennis Meade/8403.

## Prizes, Prizes, Prizes!

A prize will be given to the first six persons who complete the Black Experience Brain Buster correctly and return it to the EO Office by Feb. 23. Complementary prizes will be given to the next 15-20 puzzles turned in.

All employees are encouraged to try working the puzzle, which appeared in the Feb. 2 *Orienter*. Numbers 84 and 115 were misnumbered. See puzzle in lobby of Bldg. 36 or dining hall at 8900 S. Broadway for proper position. Answers will be printed in the March 2 *Orienter*.



## President's Day, February 19

**DEFENSE MAPPING AGENCY  
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