

CFC Gifts Total \$288,107--125% of Goal

\$13 Jump in Average Gift Boosts Total

Orienteer

Defense Mapping Agency Aerospace Center

December 3, 1993



CHILDERS

A message of thanks is presented to employees by CFC project officer Brian Sikes, with a Soaring Eagle in his palm. Soaring Eagles are given to people who contribute \$40 or more per biweekly pay period. Twelve DMA St. Louis employees fit this category. Others pictured are office manager Debbe Benscoter and 1994 CFC project officer Dan Peshek.

Apparently overcoming odds against another record collection, the Combined Federal Campaign at DMA St. Louis raised \$288,107 as of Nov. 29, surpassing a campaign goal of \$230,000. Anonymous pledges, which are not tabulated locally, have not been added to the total. Last year's CFC--with anonymous pledges included--raised a record \$288,767.

The odds against another record total included 1) flood-relief drives by other organizations, who also sought contributions from potential CFC donors, 2) logistics and communications problems caused by the mobility of DMA employees displaced by the flood, and 3) a work force of 150 fewer employees compared to 1992.

CFC project officer Brian Sikes had asked employees to give extra this year to help with flood relief. For the 57 percent of employees who made contributions to the CFC, that message was apparently taken seriously, as the average gift rose \$13 to \$163.13. The 8 percent increase in the average gift beat the inflation rate several times and made the apparent record total of gifts possible.

Not only did DMA support its own campaign, but the influence of DMA St. Louis was felt throughout the metro community, Sikes noted, with three employees serving as Torchlighters. The trio--Wanda Coleman, Sharon Fox and Georgia Tolle--were the only federal employees in the St. Louis Torchlighter program this year, speaking out for charity at government and private-sector campaign rallies. "They were kept busy; all three of them did an excellent job," Sikes added.

As usual management support for the CFC was superb, according to Sikes. "We got a lot of support from organization chiefs, especially Mr. Smith. The tours (to agencies supported by the CFC), which Barbara Bick coordinated, the time off to attend CFC rallies--this kind of support translates into dollars for charity, and it really does show. Some organiza-

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"Advancing a tradition of excellence in spatial data through teamwork and innovation."

Airfield Report PIT Briefs Quality Council

The Airfield Report (AR) Process Improvement Team (PIT) was chartered by the DMA St. Louis Quality Council (QC) March 16, 1993 to evaluate the current AR process and recommend improvements to the process flow and the reporting procedures for DMAAC's airfield program. The process owner was Darryl Crumpton, Chief of the Scientific Data Dept. (SD). The PIT members received training and facilitator support from Coopers and Lybrand Inc.

Upon completion of the PIT training, the team met regularly for approximately five months. An open discussion environment was established and brainstorming sessions were conducted to identify topics of concern. Subject matter experts briefed the PIT regarding the Point Information Management System (PIMS), the Digital Production System (DPS), and systems interface topics. A questionnaire was developed and distributed to aeronautical information specialists in the Mapping and Charting Dept. (MC), cartographers in SD, and staff person-

PIT recommendations approved by the Quality Council are currently being implemented.

nel involved in airfields. After the questionnaires were returned, the raw data was analyzed, refined and prioritized.

The team developed a comprehensive analysis of its activities and methodology, team recommendations, and guidelines for implementation in the PIT final report.

There were approximately 30 unrefined recommendations that the PIT grouped into five categories. Those categories were: AR formatting/PIMS modifications, communication, production enhancements, training and documentation, and equipment needs.

The DMA St. Louis Quality Council was then briefed by the PIT on their findings. The council approved the recommendations of categories listed below, which are currently being implemented.

1. Modify the PIMS system to better enhance the formatting used for Airfield Reports.
2. Develop a standardized glossary of terms and abbreviations for MC and SD and open more lines of communication on an analyst level.
3. Provide MC the opportunity to identify selected airfields where collateral source is adequate for production needs and only limited information is required from SD.
4. Increase training explaining various programs available in PIMS and other AR-related production equipment. ■

--Scientific Data Department

Hassell Named DMAAC Chief of Staff

John R. Hassell, Chief of the Production Systems Directorate (PS), has been selected as DMAAC Chief of Staff, effective Feb. 1, succeeding Air Force Colonel George P. Milne. Hassell, who is now directing flood recovery activities, was succeeded Nov. 28 as PS Chief by **Dr. David H. Alspaugh** (PS). The Aerospace Center Executive Review Board also announced the reassignment of **Kenneth Burke** (DMA/OP) as Chief of the Geodesy and Geophysics Dept. He succeeds Larry L. Dotson, who retired.

Hassell came to the Aeronautical Chart and Information Center, now DMAAC, in 1963, upon graduation from Nebraska Wesleyan with a B.A. in mathematics. His early years were mainly in Missile Support, where he became a section chief in 1969 and branch chief in 1971. As a division chief, he received the DMA Meritorious Civilian Service Award in 1981. He served as assistant chief of both the Geopositional and Digital Products Departments during the 1980s.



John R. Hassell

In 1989 Hassell was assigned to the Digital Production System Transition Management Team at DMAAC. As Chief of the Team's Data Integration Division (TMI), he received the DMA Outstanding Personnel of the Year Award in 1992 for outstanding administration of resources allocated to testing and other activities. When the Transition Management Team merged with the Directorate of Production Systems (PS), he became Chief of PS.

Hazardous Weather Update

WIL 92.3 Will Carry FEB Announcements

The last *Orienter* carried a list of 15 St. Louis radio stations you may tune to for DMA/St. Louis hazardous weather announcements.

Since then, WIL at 92.3 on the FM dial has been designated by the Federal Executive Board for announcements concerning federal government agencies. The station will run such announcements each half hour, beginning at 5:30 and continuing through the drive time period. Its sister station, WRTH, 1430 AM, will carry similar announcements beginning at 6 a.m.

Recently another St. Louis radio station, KMOX, announced a new policy limiting announcements from businesses to their local newscasts, scheduled at five minutes past the hour, and indicated it might have to limit such announcements to one newscast.

So, while you may want to listen to KMOX or to your favorite station, remember that if you miss the announcement on KMOX, you may want to tune in WIL or WRTH.

Good Old News ...

It was nothing new, but it sure was good old news: On Nov. 18 DMAAC's Old Newsboys and Newsgirls again hit the pavement. In the 37th edition of Old Newsboys Day, they collected \$933.77 for needy bi-state children. The *Suburban Journal* newspapers again sponsored the event. "Thanks to all our customers," say the volunteers, a seasoned crew: Frank Aufmuth, Hank Bauer, Warren Bless, Priscilla Briggs, Jaunetha Cade, Gerald Goodin, Dottie Herchert, and retiree Tommy Thompson. And for the 31st year, retiree Bill Kolnick, working off site, added his take to the DMAAC collection. Thanks once again, Bill!

Photos by Jim Mohan (bottom) and Gordon Lawrence



ABOVE, Jaunetha Cade "sells" an Old Newsboy edition to Sue Pleimann (DPA), arriving for work at the North Gate. BELOW, Newsgirl Dottie Herchert counts her take. AT LEFT, Old Newsboy Frank Aufmuth (right) and Jim Bundy transact.



PC Training Program Ready To Build on Success of FY 93

By Darlene Arakaki
ADP Program Manager
Career Development Branch (HRSD)

A very successful Microcomputer Training Program was completed in FY 93. The courses offered were in response to the Training Needs Survey sent out to all organizations and updated mid-year.

A total of 177 computer classes trained approximately 1,834 employees and were conducted in-house and off-site. These classes were for IBM (DOS/Windows) and Macintosh computers. Classes conducted were:

Macintosh: Introductory, Intermediate, Advanced (System 7), Filemaker Pro Intro, MacDraw Pro Intro, Intro to MacDraw II, Adobe Photoshop Intro, Microsoft Word--Intro and Interm, Microsoft Excel--Intro and Interm, Microsoft Powerpoint Intro, PerForm Macintosh Filler.

IBM (DOS/Windows): Intro to PC/MS DOS, Windows--Introductory and

Intermediate, Powerpoint--Intro and Interm, Excel--Intro and Interm, MS Word/Windows--Intro and Interm, MS Word/Windows--Advanced (Macros/Forms), MS Word/Windows--Advanced (Columns/Graphics), Harvard Graphics, WordPerfect, WordPerfect/Windows, dBase III+, PerForm Pro Windows/Designer, Tracer/Filler.

Due to construction and the flood, the training rooms were moved to several locations on site as well as several off-site locations. Permanent plans are for the IBM/Windows and Macintosh Computer Training Rooms to be located in Building 22 (across from the dining hall). The two new computer training rooms will have an Electrohome system, which projects the instructor's computer screen to an electric screen at the front of the room. The new rooms will also have track lighting above each student's computer. Each room now has ergonomic tables, chairs and wrist-support pads.

With the end-of-fiscal-year monies, we were approved to update the computers in the IBM Computer Training Room from Z-248's to 486's along with the purchase of updated software (including Windows) and PerForm Pro (electronic forms package). We also were approved to update the software in the Macintosh Computer Training Room to the latest versions along with the purchase of PerForm Pro (electronic forms package).

Plans are underway to automate the training evaluations in both computer training rooms using PerForm Pro software. At the end of the day, the student will simply "pull up" and complete the automated evaluation versus filling out a hardcopy evaluation.

As you can see, a lot has been accomplished with future plans continuing. With the anticipation of permanent facilities and updated hardware/software, HRSD is now recruiting for

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Federal Employees Get More Political Rights

Evelyn D. Harris
American Forces Information Service

The Federal Employees Political Activities Act will become effective Feb. 3, 1994. The Act, signed by President Bill Clinton Oct. 6, reforms the 54-year-old Hatch Act by broadening the political rights of federal employees. The act does not cover military members.

During the signing ceremony, Clinton said America was putting an end to a vexing contradiction. "We've been supporting democracy throughout the world," he said. "But here in our own country, millions of our citizens have been denied one of the most basic democratic rights, the right to participate in the political process, because of conditions that haven't existed for a very long time."

The new legislation draws a clear line between on-duty and off-duty behavior. Government workers are still prohibited from running for partisan office. (An exception applies to communities where they are a majority and may run as independent candidates.) However, off-duty, they may now hold office in political clubs, organize political meetings, hand out campaign literature, register voters, and work phone banks.

Workers may solicit money for a political action committee, but only under very stringent circumstances. In no case can a supervisor solicit money from a subordinate.

The new law prohibits workers from wearing political buttons within federal buildings. Workers may not wear a government uniform or insignia while engaged in political activity.

"Because we regard good ethics as the basis of good government, this reform strengthens criminal penalties for anyone convicted of abusing his or her position," said Clinton. "And because we want our federal workers to display an integrity worthy of the public service they perform, this provision allows the garnishment of federal pay to repay private debt."

The Hatch act severely restricted employees' political rights. Passed in 1939, it was a response to abuses by

the Franklin Roosevelt administration. Clinton said strict restrictions are no longer necessary because government workers are chosen by merit and a "vigilant press corps" would work to expose any violation of public trust.

The new law continues full Hatch Act restrictions for law enforcement officers and national security workers, including employees of the FBI, CIA, National Security Agency, Secret Service, and Internal Revenue Service.

Senior Executive Service members are also subject to full Hatch Act restrictions, which prohibit them from working for a partisan campaign in any capacity. An election is partisan if any candidate for elected public office is running as a representative of a political party whose presidential candidate received electoral votes in the last presidential election.

The U.S. Office of Special Counsel enforces the law. Penalties range from 30 days' suspension to removal from the job. That office has a hot line number for political activity questions. It is 1-800-85-HATCH. ■

Federal Employees' Pay Can Be Garnished

Federal employees' pay will be subject to commercial garnishment starting Feb. 3, 1994, because the Federal Employees Political Activities Act--the reformed Hatch Act--lifted their protection.

Court-ordered garnishment will take money directly out of paychecks to satisfy credit card bills and other personal debts. Previously, the government garnished federal employees' pay to satisfy court orders for child support and alimony payments and debts to government agencies, such as accidental overpayments or Education Dept. college loans.

The Office of Personnel has until April to write implementing regulations; however, agencies must begin enforcing the law in February, OPM officials said. The limit on garnishment for commercial debt is expected to be 25 percent of disposable income. Under recently amended regulations, courts can also garnish cash awards except suggestion awards.

--American Forces Information Service

Protect Yourself With a Bailment Agreement

Imagine viewing a contractor's exhibit of state-of-the-art equipment and wondering if its capabilities will satisfy your work needs. The contractor, interested in selling his product, offers to loan you the new equipment at no charge so you can make a better assessment. What should you do?

In the commercial world, the contractor's offer is viewed as logical and prudent business practice. However, federal employees cannot accept such an offer without ensuring the government's liability is fully protected. A bailment agreement fully protects the government and guards against any favoritism of one contractor over another.

What is a bailment agreement? It's a legal document that recognizes a piece of equipment is in the possession

of someone who is not the owner. It identifies the length of time you may borrow the equipment, defines the government's responsibility in maintaining the equipment in its original state, and recognizes the government's liability if damage occurs. A bailment agreement protects you from personal liability.

Whom do you see about a bailment agreement? Your local contracting division is familiar with bailments and can process one for you. If you determine the borrowed equipment fits your needs and you want to buy it, please remember there may be other similar pieces of equipment available that can fulfill your needs. Thus, the competitive process starts ... but that's another story. ■

--HQ DMA
Acquisitions and Logistics Directorate

Colonel Litman To Retire

Colonel Joel M. Litman, Chief of the DMAAC Quality Improvement Office, will retire from the Air Force Jan. 1 after 25 years of active duty.

As an intelligence officer, Colonel Litman's career has been focused in targeting. He was a targeting officer, or targeteer, at the headquarters for the 355th Tactical Fighter Wing, Strategic Air Command, Air Intelligence Service, United States European Command, Allied Forces Central Europe, and Defense Intelligence Agency, with assignments in Takhli, Thailand; Omaha, Neb.; Washington, D.C.; Stuttgart, Germany; and Brunsum, the Netherlands.

Colonel Litman performed the target selection for Linebacker II, the B-52 bombing of Hanoi and Haiphong. He developed several hundred targets for the Joint Chiefs of Staff *Single Integrated Operational Plan*. He also developed basic targeting doctrine and course materials for the Air Force by writing Air Force pamphlets 200-17 and 200-18, *An Introduction to Air Force Targeting*, and the *USAF Intelligence Targeting Handbook*. He wrote the targeting doctrine for NATO, and he unified targeting in NATO's Central Region, resulting in joint air and ground targeting organizations. He was a principal defender and proponent for Landsat imagery, saving Landsat 4 and 5 satellites as operational systems. He led the Defense Dept. in automated relocatable targeting and numerous targeting efforts in support of Desert Shield and Storm.

Colonel Litman also created the first joint British/U.S. target material production and bomb damage assessment cells since World War II, as well as the most successful target facility exploitation (in Iraq) since the strategic bombing survey following World War II. For his operational targeting contributions, he received the Bronze Star, the Defense Meritorious Service Medal three times, and the Meritorious Service Medal twice. Assigned in Montgomery, Ala., to attend Squadron Officers School, Air Command and Staff College and Air War College, he was a distinguished graduate, honored

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3.09% Locality Pay Raise Here Effective in 1994

Evelyn D. Harris
American Forces Information Service

Houston-area federal employees come out the big winners in the locality pay formula announced by the Federal Salary Council. They will receive a 6.52 percent raise in January. For federal workers in the St. Louis area, the raise is 3.09 percent. President Bill Clinton approved the council's recommendations Oct. 28.

Almost 630,000 DoD general schedule employees will receive locality pay raises. Members of the Senior Executive Service will not receive locality pay unless Clinton signs an executive order including them.

Locality pay is part of the Federal Employees Pay Comparability Act of 1990. The act seeks to close the pay gap between federal employees and their counterparts in private industry.

About 88,000 special-rate recipients will not receive locality pay. They already receive higher salaries for their grade levels because they are in hard-to-fill jobs. These special-rate recipients include clerical workers, engineers, scientists, and medical personnel.

A presidentially appointed salary council figures locality pay. The council consists of government, private and union labor experts. Anthony F. Ingrassia, acting chairman, said the council's complex locality pay formula uses Bureau of Labor Statistics surveys. The formula matches 445 federal occupations, each split into 15 pay grades, with comparable private sector jobs.

The council presents its findings to the president's pay agent. The pay agent is actually three people: the Secretary of Labor and the directors of the Office of Personnel Management and Office of Management and Budget. The pay agent must forward the proposal, with recommendations, to the president by Nov. 30.

Locality raises cover 27 metropolitan areas and a statistical category called RUS for "Rest of the United States." The raises apply only to cities in the 48 contiguous states. Employ-

ees in New York City, Los Angeles, and San Francisco areas won't get the recommended locality pay because they already receive an 9 percent differential. The formula yielded a lower pay raise for Memphis and San Antonio, but the council recommended they get the same as the RUS category in the interest of fairness. The average raise is 3.96 percent.

Locality raises differ from the national 2.2 percent cost-of-living increases that Clinton canceled for 1994. The national raise would have gone to all workers. It is scheduled to resume in 1995 and include all general schedule workers. If the government sticks with its current formula, the 1995 raise would be 2.6 percent. ■

Federal Salary Council's Recommended Locality Pay Increases

Locality Pay Area	1994 Increase
Atlanta	3.86%
Boston	5.47%
Chicago	5.34%
Cincinnati	4.22%
Cleveland	3.34%
Dallas	4.21%
Dayton	3.77%
Denver	4.54%
Detroit	4.84%
Houston	6.52%
Huntsville	4.10%
Indianapolis	3.68%
Kansas City	3.30%
Memphis	3.09%
Norfolk	3.28%
Oklahoma City	3.34%
Philadelphia	4.96%
Sacramento	3.69%
St. Louis	3.09%
Salt Lake City	3.09%
San Antonio	3.09%
San Diego	3.88%
Seattle	3.92%
Washington, D.C.	4.23%
<i>Rest of the United States</i>	3.09%

...Record CFC Total

Continued from page one.

tions don't even give their people time off to watch a (campaign) movie. (A total of 52 CFC rallies were held at DMA St. Louis.) But what it comes down to every year is the generosity of the employees here. The people are just generous enough to give. We had people who retired this fall make cash contributions before they left because they knew they wouldn't be able to pledge. One of our Eagle contributors (people who pledge \$25 to \$39 a pay period) is at our lowest pay level."

With help from loaned executive Janice Thomas, CFC staff were able to make timely distribution of incentive awards this year, which Sikes believes stimulated the campaign. "People saw their co-workers with their gift incentives and decided they wanted one." Employees received the highest award they were eligible for, starting with cup coolers, which were given to 514 employees who pledged at least \$3

a pay period or the equivalent. At \$6 a pay period, the award changed to a cup, which went to another 513 employees. At \$12, it became a cup and certificate, which went to 195 employees. At \$25, it became an eagle statuette, which went to 37 employees, and at \$40, it became a soaring eagle statuette, which went to 12 employees.

"The CFC has been a lot of fun for me," said Sikes. "I wish I could do it all year every year." Assistant CFC project officer Dan Peshek, however, is ready to lead the charge for 1994. ■

Lieutenant Colonel Mayer To Retire

Lieutenant Colonel Richard J. Mayer, program manager in PPCF, the Aeronautical Data Branch in the Directorate of Programs, Production and Operations, will retire from the Air Force Jan. 1. He was a navigator, instructor navigator, pilot, instructor pilot, staff officer, and operations officer during his 20 years of Air Force

...PC Training

Continued from page 3.

qualified in-house instructors. The person should have an excellent working knowledge of the computer and specific software, and a genuine desire to teach others. A formal course on classroom instruction, i.e. "Instructor Training Course," would be beneficial.

If you are interested in becoming a volunteer instructor or desire additional information about the Microcomputer Training Program, please contact Darlene Arakaki, ADP Program Manager/HRSD at 4976. ■

service. He came to DMAAC from an assignment at Offutt AFB, Neb., as Commander of the 458th Airlift Squadron. His medals include the Bronze Star, Defense Meritorious Service Medal, and Meritorious Service Medal.

He is now flying with TWA Express out of Lambert-St. Louis International Airport. ■

Honor Roll

PERFORMANCE

Special Act or Service Award

Abernathy, Brian F.
Addoms, David L.
Bellenger, James R.
Bryant, Stephen N.
Bussmann, Larry O.
Butler, Phillip R.
Camp, Julie Ann
Chambless, Susan D.
Champlin, Robert D.
Connell, Michael S.
Cooper, Charles R.
Crawford, Carol J.
Culler, Robert L.
Davis, John R.
Day, Taylor E. Jr.
Dierker, Mary A.
Digby, Pamela K.
Dittrich, Denise
Dunn, Dorothy M.
Engbretson, David L.
Forbes, Charles S.
Gielow, George T.
Gillespie, Melvin
Gross, Mark H.
Gum, Scott M.
Gustin, Kevin R.
Harris, William C.
Hinkley, Everett A.
Hoffman, Ronald J.

Hoover, Craig E.
Kenniston, Gayle A.
Kinsey, Emanuel S.
Lacey, Robert J.
Lambert, Bernita D.
Liebsch, Gary L.
Livingston, Lorie G.
Loomis, Mariaelena A.
Lutz, Patrick B.
Maddux, Danny G.
Manson, Albert L.
McCoy, Paul O.
McGaugh, Charles L. Jr.
McKay, Donald Edwin Jr.
Moore, Lawrence J.
Moore, Martha J.
Moreno, Randall T.
Moylan, Katherine R.
Mroz, Monica Z.
Muse, Ronald M.
Pankey, Robert F.
Phillips, David W.
Pierson, Tad A.
Pohlert, Michael J.
Rauh, Carol G.
Raymond, Walter D.
Reierson, Gerald V.
Rothove, James R.
Scaturro, Rose E.
Sewell, Emma L.
Speiser, Barbara A.
Strother, Jon

Stuckstede, Robert F.
Sullivan, Mary E.
Taggart, Marla Kay
Tomlinson, MaryBeth
Van Cleve, Brad K.
Wernert, Robert F. Jr.
Williams, Clark J.
Willis, Cheryl L.
Winslow, Diana L.
Winters, Arthur B.
Wolf, John L.
Wolf, Robert L.
Yarnall, Stephen R.

Suggestion Award or Certificate

Balling, Edward A.
Hartje, Lacey E.
Petty-Savoy, Nora A.
Plumart, Larry A.
Wiley, Donald K.

PROMOTIONS

Bailey, Jacqueline A., GS-7
Beard, John E. Jr., GS-11
Blouse, Ronald S., GS-12
Clemens, Joyce L., GS-11
Davis, Joseph T., GS-6
Fuld, Walter M., GS-9
Griffin, May Lee, GS-7
Harbit, Roy F., GS-11

Hemple, Jo Ann T., GS-9
Holm, Mona R., XP-11
Lanham, Penelope A., GS-9
Martin, Robert R., GS-9
Meurer, Mary Ann P., GM-13
McIntyre, Peggy L., GS-9
Moore, Joseph Jr., GS-9
Odell, Nancy K., GS-7
Pinson, Charlotte L., GS-7
Pisciotta, Constance J., GS-7
Porath, Robyn L., GS-9
Porter, Ronald D., GM-13
Ray, Ellis B., GS-11
Scott, Janet K., GS-13
Sell, James L., GS-9
Shownes, Sandra Grady, XP-11
Siems, Timothy W., GS-11
Tichacek, Christopher T., GS-11
Weisz, Lawrence A., XP-11
West, Araminta D., GS-7
Wicks, Ruby J., GS-9

Military Promotions

Army SSgt. Ivan Tirado
SMSgt. Debra Diaz has been selected by the Air Force for promotion to chief master sergeant.

Retirement

J. Donald Define, Chief of SDD, the Scientific Data Department's Database Management Division, retired Sept. 30. He began his federal service with 14 weeks of Infantry basic training. As a college graduate, he was able to enter a scientific and technical program with assignment in the Finance Corps in Japan during the Korean War. As a civilian, he interviewed for a cartographer position at the Aeronautical Chart and Information Center, now DMAAC, and was assigned to a cartographic editor's position after his arrival at the Center in November 1955. He said, "I have thoroughly enjoyed working with the women and men of DMA. They are true professionals and some of the friendliest, warmest, and best I've had the privilege of knowing. God bless them. They've made DMA the premier federal agency."

In retirement, Don said he plans to keep busy with fitness training, golfing, biking and hiking. "I will enjoy travel to national parks and visit children in Seattle, Houston and Chicago. I will also enjoy the competitive world of tournament bridge, which might include travel. And I plan to stay in close touch with my friends at DMA."



Major
Jo Ann
Martin

New Director of LO

Air Force Major **Jo Ann S. Martin** is the new Director of Logistics (LO). She commanded the Logistics Squadron of the 71st Flying Training Wing at Vance AFB, Okla., before her arrival at the Aerospace Center Sept. 17.

An Air Force officer since 1978, she earned her B.A. from Grambling State and her M.A. from Ball State. She has also served at Grissom AFB, Ind.; Spangdahlem AB, Germany; Scott AFB, Ill.; and K. I. Sawyer AFB, Mich.

...Col. Litman

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for his writing, including *Counter-Blitzkrieg Targeting* and *The Role of Targeting in Coercive Diplomacy*. He was the first dual recipient of Air War College Foundation writing awards.

Colonel Litman came to DMAAC in 1991 as Assistant Deputy Director for Programs, Production and Operations and Chief of the Process Improvement Office (PIO). He continued in both jobs until 1993 when PIO became the Quality Improvement Office, with Colonel Litman as its full-time chief.

Colonel Litman and his wife Barbara will live in the St. Louis area. Their immediate plans include a tour of China and Hong Kong. Colonel Litman also plans a second career in Total Quality Management, writing and motivational speaking. ■

Correction

Two performance awards were listed incorrectly in the Nov. 19 *Orienter*. **Jerry M. Hodge** received a PMRS Performance Award and **Robert D. Hodge** received an Outstanding Performance Rating and a PMRS Performance Award.

Looking Back

TEN YEARS AGO--DMA and its components, in receiving a certificate of merit from the Department of Defense, were cited for outstanding efforts in their efforts to employ and advance disabled persons. In a period of less than ten years, employment of the disabled throughout the agency rose 24.4 per cent. It was noted that important input for the agency award had been provided by the Aerospace Center, which during a recent 15-month period hired 18 disabled employees. (*Orienter*, Nov. 4, 1983)

TWENTY YEARS AGO--"To the troops of DMAAC with thanks and sincere appreciation for your help and contributions toward making Skylab 1 a success." Signed by the crew of Skylab 1, this message accompanied a large color photo taken from the space vehicle in orbit some 270 miles above St. Louis.

Major traffic arteries, the Mississippi and Missouri rivers and urban and rural areas were clearly discernible in the photo, which would be framed for display in the first floor corridor of Building 36. (*Orienter*, Nov. 16, 1973)

THIRTY YEARS AGO--Three red-colored areas were observed on the moon's surface by ACIC cartographer/observers James Greenacre and Edward Barr while doing their regular observations at the Lowell Observatory in Flagstaff, Ariz. The discovery would "probably create quite a stir in the scientific community," according to Lowell's director Dr. John Hall. (*Orienter*, Nov. 1, 1963)

FORTY YEARS AGO--At the Cartography Division Halloween Party Oct. 31 "costumes replaced casual clothes and prizes were awarded for the most ingenious outfits. Al and Jean Luettig scampered away with first prize as Mickey and Minnie Mouse." Other prizes went to Mr. and Mrs. Robert Carder as Harvey the Rabbit and the Bag, Mr. and to Mrs. Warren Osterloh as the Devil and a Witch. (*Orienter*, Nov. 13, 1953)

--Wells Huff

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Update on Diet COLA

By Evelyn D. Harris

American Forces Information Service

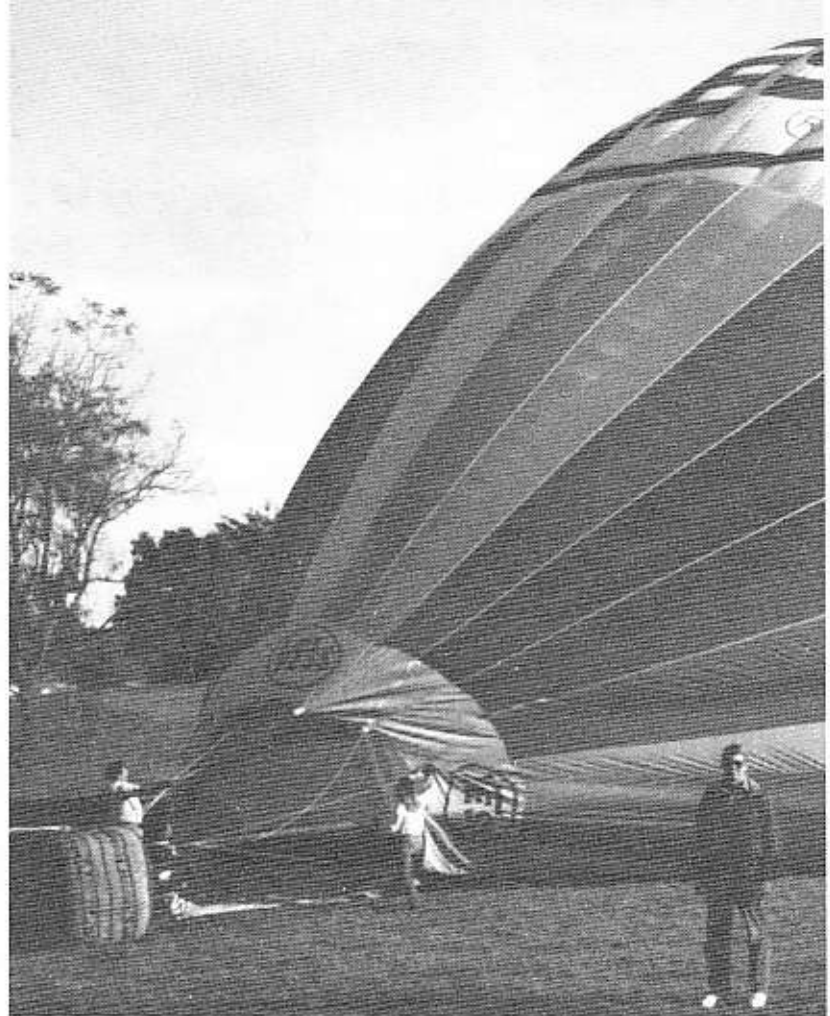
Military and civilian retirees won't have to drink "diet COLA"--reduced cost-of-living adjustments--but they will have to wait until April for the real thing.

Due to changes in the Omnibus Budget Reconciliation Act of 1993, civilian retirees will receive cost-of-living adjustments in April 1994, 1995 and 1996. Military retirees will receive theirs in April 1994 and October 1995, 1996, 1997 and 1998. COLA would normally be given in January.

Although retirees will get the full cost-of-living adjustment, its value will be less because of the delay. Military disabled retirees and retirees' survivors will still receive cost-of-living adjustments in January. Civilian disabled retirees and their survivors will get adjustments in April.

By law, retirees' cost-of-living adjustments are based on the percentage of difference between the current year's third quarter Consumer Price Index and the third quarter of the previous year. Based on this, the 1994 cost-of-living adjustments for military retirees, Civil Service Retirement System retirees, and Social Security recipients will be 2.6 percent. Federal Employees Retirement System retirees will get 2 percent. These retirees depend on a mix of Social Security, Thrift Savings Plan accounts, and monthly annuities.

In the final budget resolution, Congress also scrapped an earlier plan to save money by reducing civilian retirees' survivors' benefits by about 10 percent. ■



CFC Booster

Cartographer Mike Etherton (SDFA) awaits the balloon ride he won as a prize for attending a 1992 Combined Federal Campaign rally. Behind him balloonists from Spectrum Balloons prepare for the ascension by heating air inside the balloon. "That set it upright," explained Mike. "Then everybody climbed in the basket. There were six of us including the pilot. We ascended to about 2,000 feet and went in whatever direction the wind blew." The fall foliage was at its peak for his 75-minute ride over southwest St. Louis County, Mike added. "It was a lot of fun, a real good prize."

DMAAC Co-Rec Volleyball

Standings

	Win	Loss	Points For	Points Against
Off Broadway	11	1	179	114
Gladiators	10	2	175	99
Sport Set	9	3	129	77
Summer Sets	7	5	151	149
Bumpers	7	5	113	112
Mixed Nuts	7	5	116	92
Chain Gain	7	5	149	141
Out to Lunch	5	7	108	62
Rhodes Hogs	5	7	121	147
Gravitators	2	10	52	90
Whatever	2	10	116	178
The Goodfellows	0	12	45	135

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