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DMA News
LINK
West

An aerial photograph of a wide river. In the foreground, a long train of barges is moving down the river. A bridge with several piers spans the river in the middle ground. The background shows a wide expanse of water and some distant land with trees and buildings.

*River
safety
buoyed
by DMA
employee*

DMA News

Printing, Distribution Plan "On Schedule"

A mid-point status report has been issued by the planning team assigned to the task of developing the implementation plan associated with re-engineering the Agency's printing, distribution and warehousing operations.

The team has been working since January on a detailed action plan for the co-location of DMA's printing and distribution operations in a new facility to be built in the St. Louis area by 1998.

The proposed co-location and implementation plan, with appropriate milestones and annexes, will be presented to the DMA Director for a final decision in August.

Louisville Office Holds Closing Ceremony

Several hundred people from the DMA Louisville Field Office's past and present work force attended a ceremony held April 21, officially celebrating the office's 43 years of map making history.

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June Is Diversity Month At DMA

In the past DMA has celebrated Unity Month in June. This year the celebration will be called Diversity Month.

"In St. Louis, we want Diversity Month to be a celebration of the best that we can be," says Helen Alexander (HRSE), who is coordinating the event here.

"We would like all employees to



be open to each other and to understand and respect our cultural differences. Our ultimate goal is to continue a spirit of learning, appreciating and respecting each other."

St. Louis Diversity Month activities will include a festival on June 28 featuring Dee Joyce Hayes, Circuit Attorney of the City of St. Louis, exhibits and food offered for sale, all relating to varied ethnic cultures.

23 departments participate St. Louis Employee Tours Begin

Ever wonder what all these people at DMA St. Louis do?

So begins the introduction, "Let's See DMA St. Louis," of the new *DMA St. Louis Employee Tour Guide*.

As the Guide explains, this project, proposed and developed by the St. Louis Performance Improvement Council with the assistance of the Administrative Office (AO), gives all St. Louis employees the chance to visit other departments and offices, in order to see for themselves what they do and how each employee fits into the process.

Twenty-three different organizations, from AO to SC/TSS, developed their own specifications for the tours, using guidelines provided by the Council's working group.

Frequency, for example, varies from weekly to once a month, and the length of the tour from 15 minutes (GCW) to two hours (HRS). One department (MC) offers three different tours, splitting up the kinds of production work to be seen.

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DMA News LINK West

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Among the most interesting questions today is: "How the devil does one get promoted around here?" Certainly, this is an important issue in an agency such as ours, with highly-trained, highly-skilled and highly-dedicated professionals who work in an ever-changing environment.

From my perspective, as Director, the selection of people for promotion is one of the most, if not the most important task that I perform. There are two reasons why selection is an important task for me. One reason is professional and the other is a mix of personal and professional.

First, who is selected for promotion defines the future success of the Defense Mapping Agency. Selecting people who have demonstrated potential through performance will provide the highest likelihood for success as we approach the turn of the century and usher in the era of Global Geospatial Information and Services.

Second, there is little I can do to improve my quality of life in the workplace more, than to ruthlessly select the best qualified people to fill important jobs.

In order to select the best qualified people based on performance, I need your help. During the nearly 11 months since I had the privilege of assuming duties as the Director, I have reviewed a number of promotion recommendations. Generally speaking, a board of experienced DMA leaders considers a large number of

applicants, screens for the best qualified by reviewing records and conducting interviews. The board president then provides me with the names of the three to five best candidates accompanied by his or her recommendation for promotion. I then review each record looking for potential as indicated by performance.

I specifically look for professional qualification, both academic and work associated, evidence of self-improvement through government-offered training, supervisory experience, breadth of experience, a mixture of field and headquarters assignments, and a record of not staying too long in one place (like being assigned to the headquarters for more than five years).

Where I need your help is in providing accurate objective evaluations of the people you rate. If I receive promotion recommendations for people who do not have the strongest performance records, and there are others (particularly females and minorities) with stronger records, I will ask tough questions. It is important that the answers reflect management's understanding that promotions are to be based primarily on potential as indicated by performance.

Help DMA to become a stronger agency by rendering accurate and objective ratings of your people and identify future potential as indicated by great performance.



Who is selected
for promotion
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With help from DMA

Employee's initiative results in national data base of river points

THE UNITED STATES COAST GUARD has honored a DMA employee for outstanding achievement in a project he initiated to convert "river miles" on the nation's rivers to latitude and longitude coordinates. Geodesist Richard LeSage (GGAB) began the project during a two-week period of active duty as a lieutenant in the U.S. Coast Guard Reserve. Assigned to the Marine Safety Office in St. Louis, LeSage investigates river spills and other serious accidents.

Presenting him the Coast Guard Commendation Medal, officials said, "Lieutenant LeSage discovered there was an acute need to identify locations on the inland river system with latitude and longitude coordinates instead of river miles currently used. Casualty and pollution data could not be entered into Coast Guard automated data systems unless the locations of the occurrences were identified by latitude and longitude. On his own initiative, Lieutenant LeSage set up and coordinated the River Mile Conversion Project between the Defense Mapping Agency and the Army Corps of Engineers. From topographical maps of the inland rivers obtained from the Corps' Water Resources Department at Fort Belvoir, Va., Lieutenant LeSage utilized the automated digitalization equipment at the Defense Mapping Agency facility in St. Louis to identify river miles with latitude and longitude coordinates. In less than one year, Lieutenant LeSage successfully completed over 11,000 miles of 150 navigable rivers and waterways, along with the locations of key waterfront facilities, to latitude and longitude coordinates. With considerable financial and time savings to the government, Lieutenant LeSage has developed a database that will be widely used by numerous government entities, such as the Environmental Protection Agency and the National

Oceanographic and Atmospheric Administration, in addition to the Coast Guard and the Army Corps of Engineers."

RECALLING THE INCIDENT that prompted him to initiate his project, LeSage said, "I was working on a job involving a barge that hit a bridge, and I couldn't get a position for the accident." The Coast Guard uses charts produced by the Army Corps of Engineers with each mile marked from a zero point—the end of the river.

The latitude and longitude of these points, however, are generally not indicated, which complicates the problem of providing a geographical reference in a larger context. "I had the choice of estimating the location from a known position, or leaving the information out," LeSage said, regarding the accident data he enters into the data base of the Coast Guard's Marine Security Information System. "To get some help in locating the accident, I called DMA."

With the personnel and equipment needed to convert river miles to latitude and longitude coordinates, DMA was able to provide the assistance LeSage needed to locate the barge accident as well as any other positional information that might be required in the future. With the approval and support of DMAAC's Directorate of Programs, Production and Operations, a year-

long project was initiated to provide positional data for river-mile markers throughout the continental United States.

Working on an occasional basis, geodetic technicians assigned to GGC, the Satellite Geophysics Division, digitized river miles that had been transposed by the Army Corps of Engineers from its charts to U.S. Geological Survey quad charts scaled at 1:25,000. With a plotting table that provided geographical reference points, the positional information for each river mile



Coast Guard Lieutenant
Richard LeSage

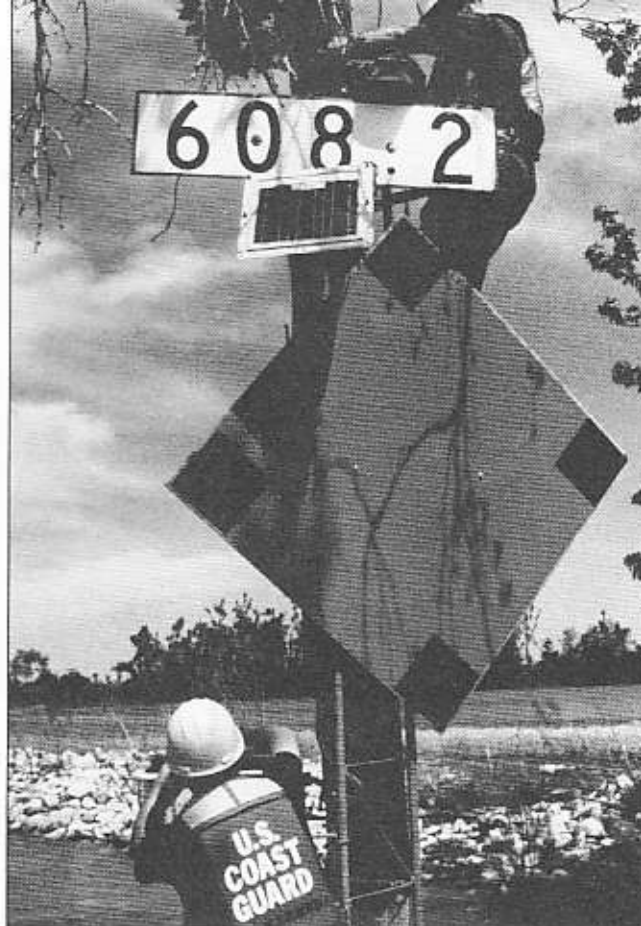
"I was working on a job involving a barge that hit a bridge, and I couldn't get a position for the accident. So I called DMA."

was recorded automatically each time the technician, using a mouse connected to the plotting equipment, clicked on the desired location. LeSage served as project coordinator and intermediary between DMAAC and the Water Resources Dept. of the Army Corps of Engineers, the organization that plotted the river miles on the USGS quads.

The data collected by the geodetic technicians was formatted on floppy disks by LeSage and forwarded to the Army Corps of Engineers for inclusion in a data base. In addition to the river locations identified by the Corps, DMAAC provided latitude and longitude information for many locations of special interest, such as ports and refineries, LeSage said.

A SPECIAL ACT AWARD will be presented by the Army Corps of Engineers to LeSage and the DMAAC geodetic technicians for their contributions. The new data base of river points will be used to update Corps of Engineers' charts. At the same time the U.S. Geological Survey has indicated that it will use the new data base to add river miles to its charts.

A third award—the U.S. Coast Guard Humanitarian



River miles, as shown on this day marker used by barges to center themselves in the channel, now have latitude and longitude coordinates, thanks to a project initiated by Richard LeSage (GGAB). The Coast Guard worker at top is replacing the bulb for a night marker. Cover: Operations on the Mississippi at St. Louis.

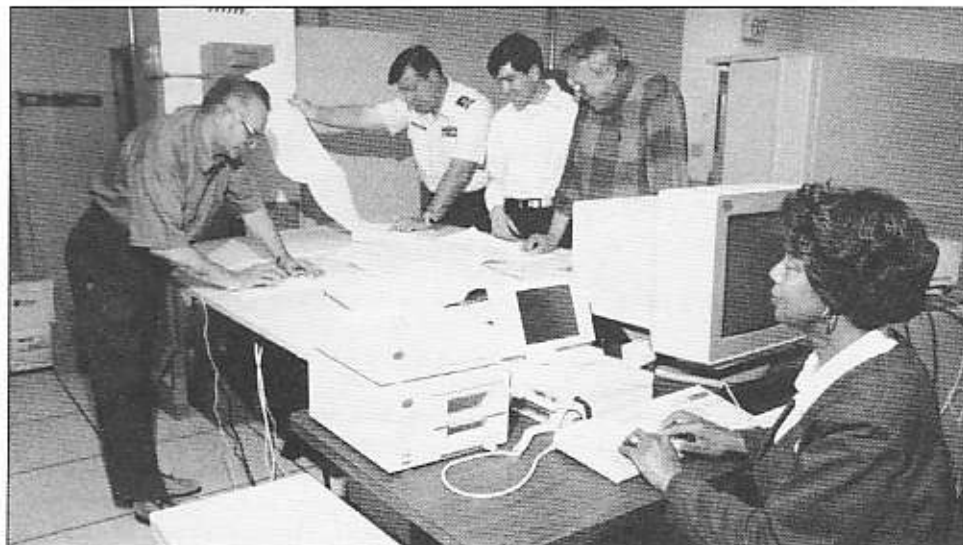
COAST GUARD PHOTOS

Medal—has already been presented to LeSage for his performance as a watch officer at the Command Center for Coast Guard Forces during the Great Flood of 1993.

"The Marine Safety Office takes on added responsibilities during emergencies," LeSage explained. "During the

flood, reservists were called in from throughout the 2nd District (Midwest) to support rescue work. I worked at the Coast Guard Forces Command Center in charge of flood operations. It was my responsibility to determine where we needed to send disaster relief teams and observation aircraft. We have 15 teams that we sent out to evacuate people when flood walls failed. They saved a lot of property and lives. Incidentally, about 90 percent of these teams are composed of reservists."

continued on next page



Richard LeSage holds up a printout of river miles converted to latitude and longitude, as geodetic technicians compare the numbers with corresponding positions on maps. From left are Richard Toney, Daniel Reimler and Bob Krahn. In the foreground, geodetic technician Lois McGruder enters river miles and their geographic coordinates into a computer file.

STEPANIK



Coast Guard rescue workers evacuate a woman as waters continue to rise during the Great Flood of 1993. As a Coast Guard reservist, Richard LeSage received a Humanitarian Medal for his role in providing emergency relief.

COAST GUARD PHOTO

Employee's initiative results in national data base of river points

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It was the flood of 1973 that inspired LeSage to join the Coast Guard Reserve, soon after his arrival at DMAAC. "I saw what the Coast Guard was doing, the rescue work, patrolling for looters, even sand-bagging, so I enlisted." Initially a radarman, he later converted to port security and in 1986 received a commission as an officer.

At DMAAC, LeSage started out as

a cartographer. A native of Chicago, he earned his B.S. in forestry from Southern Illinois University at Carbondale in 1972. He converted to geodesist in 1984 and entered part-time training at Washington University, from which he holds a degree in geodetic sciences.

Lieutenant LeSage's introduction to water-based operations came not from the Coast Guard but the Navy. He served as a radarman aboard the aircraft carrier USS Oriskany in

the Gulf of Tonkin during the Vietnam War.

From his work in the Marine Safety Office, Lieutenant LeSage knows that accidents and spills on our nation's rivers can never be totally eliminated. At the same time he can rightly take pride in spearheading a project—with help from DMA—that will enhance the safety efforts of all who use the national data base of river points.

—Paul Hurlburt

Parting Words

When I came to the Aeronautical Chart and Information Center, fresh out of journalism school, as an Air Force second lieutenant in November 1968, I had no idea what I was getting into. A month later, as Americans orbited the moon for the first time during a voyage charted at this Center, I knew I had arrived at a special place. The following summer, it was exhilarating for me to report as editor of the *Orienter* on ACIC's contribution to the Apollo 11 mission that resulted in the first men on the moon. I left the Center for seven satisfying years as a teacher in the St. Louis Public Schools only to return in 1983 to find the Aerospace Center on the frontier of a revolution in mapping technology. It has been challenging and gratifying to be able to write about the

application of computers to the processing and interpretation of spatial data within the context of DMA. After studying geographic information systems at Southern Illinois University at Edwardsville, I was convinced there could be no more exciting area in the field of computer science.

Mission-related articles have always been the top priority of the *Orienter* and its successor, the *DMA Link West*. It's vital that we understand the significance of our roles in the defense of our nation and its values, as was so clearly demonstrated during Desert Storm. At the same time, as editor of the *Orienter* I inherited some strong, somewhat distinctive traditions that I believe were a response to the special culture of our employees.

Recognizing employees for their contributions, which make this Center what it is, has always been emphasized

in our publications. Our guiding principle has been that not only is the individual entitled to recognition for an award but co-workers are entitled to know that the individual received the award and why. In the next *Link West*, you will see once more an account of every DMA award an employee in St. Louis received.

Our publications also have always recognized that we are interested in one another as human beings—on and off the job. That's why whenever space was available, attention was devoted particularly to the contributions of employees to the larger community.

As I leave for assignment at Command Information East, I am grateful to have had an opportunity to learn about this special place, to know some of its people, and to share our "assets" with you all. I know the traditions will continue.

—Paul Hurlburt

Retirements

Years of federal service are given

June 1

Elaine T. Betschart (SC/TSSHA), maintenance control clerk, 37 years.

James E. Burnette (SC/TSSSD), cartographer, 36 years.

Donald L. Hinkle (SC/TSSAB), supervisory logistic management specialist, 33 years.

Mary A. Hubacek (SC/TSSHA), maintenance support specialist, 20 years.

Amos G. Ing (SC/TSSSC), cartographer, 29 years.

Dale W. Marple (SC/TSSCA), computer specialist, 37 years.

Bennie F. Martin (SC/TSSSC), cartographer, 31 years.

Bernal F. Powers, Jr., (SC/TSSCA), computer specialist, 39 years.

May 31

Maryann A. Onanian (SC/TSSS), secretary, 24 years.

Alva D. Sporer (MCACB), aeronautical information specialist, 38 years.

May 12

Albert K. Harris (LOA), supervisory supply management specialist, 12 years.

May 4

Charles M. Chapman (DPBE), cartographer, 32 years.

Coleen F. Flood (MCBKA), aeronautical

Service Awards

40 Years

Wall, William P., AC

30 Years

DeFrancesco, John J., SC

25 Years

Lanigan, Patricia A., AC

20 Years

Drew, Geneese S., AC
Digby, Pamela K., AC
McKenzie, George E., AC
Nelson, Gary W., SC
Renfrow, Sandra E., HQ
Walden, Jonathan A., AC

information clerk, 20 years.

Audrey L. Keane (MCBKA), aeronautical information clerk, 21 years.

Robert R. Martin (MCBF), aeronautical information specialist, 6 years.

Jerry A. Stotts (SC/WGPFB), supervisory physical scientist, 30 years.

Shirley E. Sykes (RC/RSP), computer specialist, 32 years.

Joseph M. Tvardzik (SDDA), cartographer, 39 years.

DMA News

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The facility is scheduled to close September 30, but the April date was a good time for employees to get together before parting ways, officials said.

"This is not a time to hold our heads low," said Audwin Helton, office director. "This is a time to celebrate and go out with a lot of pride."

The Louisville office was opened by the Army Map Service in 1951, and spent its first year in cramped space over a downtown dime store. It later moved to the Federal Building, occupying an entire floor converted to a secure facility.

Parlez Vous Francais (or Quelque Chose)?

Human Resources is attempting to identify and document foreign language and other linguistic skills of the DMA work force.

Through June, HR is requesting employees identify language skills other than English, including sign language, by contacting the appropriate administrative officer or HR representative.

In addition to this special drive, employees may update their language skills data at any time, using a new form available from HR, officials said.

Tours

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To be part of a tour, the procedure is simple. See when it's offered, then call the department or staff office point of contact. Remember to keep your supervisor informed, and bear in mind that mission requirements always take precedence.

If you have other questions about the tours, contact your own tour coordinator, listed in the Guide, or the Administrative Office (AO).



ON THE MALL—Defense Secretary William J. Perry (at right) was a visitor at the DMA booth on the Mall in Washington during Public Service Recognition Week. Looking on, from left, are D. O. Cooke, director of administration and management, OSD; William Bassett, DMAHTC; and Brig. Gen. Paul J. Keane, USA, military assistant to the Secretary of Defense.



THE SECRETARY OF DEFENSE
WASHINGTON, D.C. 20301

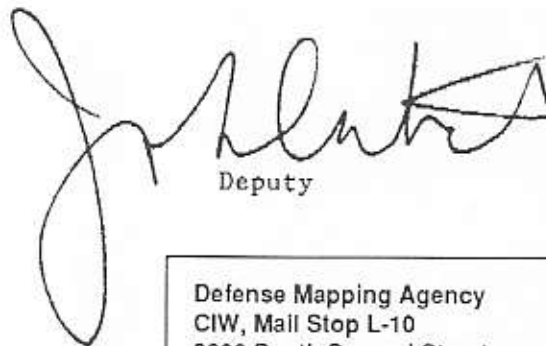
MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
DIRECTORS OF THE DEFENSE AGENCIES

SUBJECT: International Year of the Family

The United Nations has designated 1994 as the International Year of the Family. President Clinton has lent his support to the International Year of the Family through proclamation. The President has emphasized that "by honoring families, we are acknowledging the crucial role that they play in developing the character of our collective communities - on the local, national and global levels."

We, in the Department of Defense, are proud of our military and civilian families. The department's families contribute to their communities wherever they are stationed around the world. Overseas, they are ambassadors of good will in the international community. In the United States, they are major contributors to a wide array of volunteer efforts in the local community.

The Department of Defense strongly supports the International Year of the Family. To that end, I urge all leaders and members of the Department to emphasize the importance of families, support those programs that contribute to the health of families and reaffirm our ongoing commitment to and partnership with families.



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