

The Edge

National Imagery and Mapping Agency

January 1997

Guaranteeing the Information Edge

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 Hydrographic Office, Washington DC
 Amerika passed two large icebergs in 41 27 N 50 8 W on the 14th
 of April

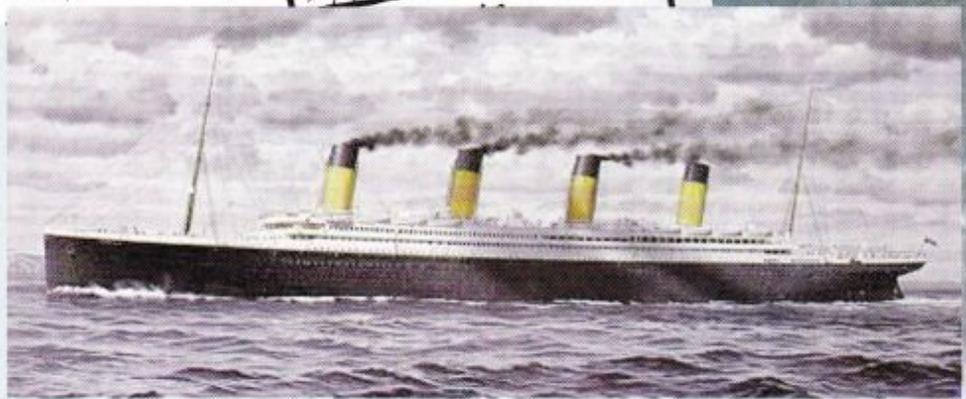
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Enclosures

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Unsinkable Service
 see page 10

As I see it



Admiral Dantone

The dreaded *Edgeman*, the editor of this publication, has been after me for this column. He's relentless. Nothing will stop him – not the flu or a cold.

I hope you all had a good, refreshing holiday. We're into a new year with our new organization – a year that will set the tone for many years to come. I'm usually not a New Year's resolution person, but this year I've made one.

It came to me just before the holidays when I met in my office with Richard Shafer, one of our employees from St. Louis. He's designed a security poster that took top honors in a national competition. There's an article about him on page 27. Anyway, his poster is outstanding. I couldn't have created something like it no matter how hard I tried. But talking with him reminded me that NIMA is loaded with extremely talented people. And every day, they do simply amazing things.

I've resolved to spend more time moving about NIMA so that we can share our ideas and help each other do our jobs better. I need to just do it!

Happy New Year everyone. Many thanks for '96.

Old mariner's saying: Right her 'til she sinks.
Don't give up the ship!

The Edge

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Volume 1, Number 3 • January 1997



Titanic Tragedy Prompts Timely Broadcast Service see page 10

Earl Phillips Retires	4
New Geospatial Facility Will Demonstrate Prototypes	5
NIMA's Technology Goes to School	6
New HR Programs Make Training Opportunities	7
NIMA Programs, Info Featured on NIMA Intranet	8
DoD Sets Guidelines for Use of Communications Resources	9
Titanic Tragedy Prompts Timely Broadcast Service	10
Blizzard Leads to Watchstanding Marathon	12
Silent Community Council Provides Voice for Employees	13
New Year's Resolutions	14
Topographic Readiness Facility	16
Musician Leads Listeners to Where He Wants Them to Be	18
Rotational Intelligence Positions Available to NIMA Employees	20
Heart Attack Victim, 39, Has a New Chance at Life	21
Loss Control Campaign Hopes to Reduce Slips and Trips	22
Loudon Named Distinguished Graduate, NDU IRMC	22
Sponky Bethesda Custodian Symbol of Spirit, Strength	23
Building Maintenance: A Team Thing	24
In Memoriam	25
News Briefs	26
Dantone Praises Winner of Security Poster Contest	27

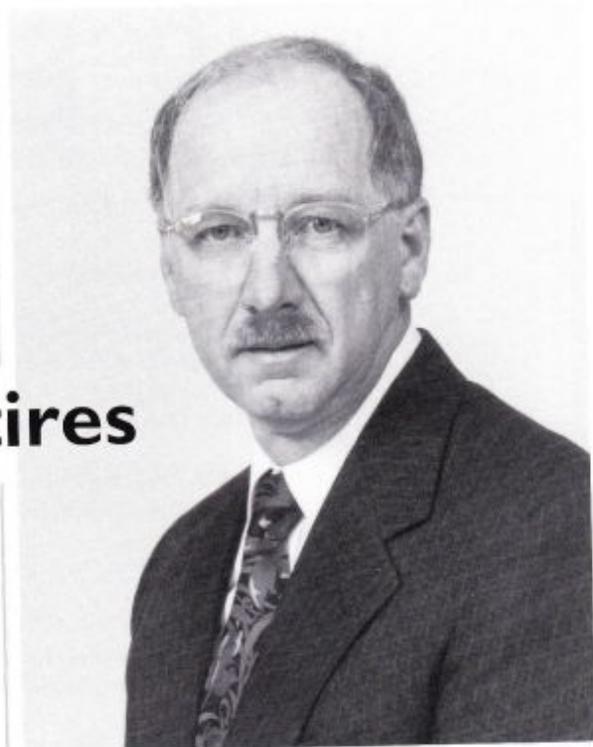


A New Chance at Life see page 21

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The Edge is an authorized command information publication published monthly in the interest of National Imagery and Mapping Agency personnel. Contents of this publication are not necessarily the official view, or endorsed by the U.S. Government, Department of Defense or the National Imagery and Mapping Agency. Copy deadlines are the second Friday of each month. Articles are edited for style, content, and length. Correspondence should be addressed to:
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Earl Phillips Retires



Phillips

by Don Kusturin

After more than 31 years in the mapping business, Earl Phillips, director of the NIMA Geospatial Information and Services office, retired Jan. 3.

He began his career with the Air Force's Aeronautical Chart and Information Center in 1965 and rose steadily through the ranks—from a cartographer trainee to a NIMA office director.

He credits many people in his successful career.

"I could pick up the [NIMA] telephone directory and start thanking nearly everyone for giving me the opportunities I've had," he said. "Those are people I've worked for or who've worked for me."

One opportunity Phillips points to as having a great impact on not only his career, but also personally as well, is the time he served for the Defense Mapping Agency in Vietnam deriving target coordinates for the Linebacker bombing missions.

"I did a lot of growing up there," he said. "It's difficult to describe."

Before this trip in direct support of America's warfighters, Phillips had ventured out of the Midwest only once. He had never flown before. Suddenly he was on his way to the other side of the world, leaving his two children and wife behind. He served two tours as a civilian employee volunteer, while others who had military obligations were refusing to go.

One reason Phillips made the journey was that he was asked; the other was it was his way of giving back. His brothers served in World War II and now it was his turn to serve his country in his own way.

He credits this kind of risk taking, along with help from many others, that has made him, in his words, "more successful than my wildest dreams."

In fact, Phillips offers two pieces of advice for success.

"One, seize every opportunity and take a little risk. You'll find that you can do a lot more than you think. And two, don't forget to say thanks to the people who gave you the opportunity."

Phillips said he has had a tough time thinking about slowing down. This month, he and his wife Marie will be taking a Caribbean cruise. He had planned to fly to the port at Miami in order to not waste time traveling. However, he has since decided to take the time to drive and visit family along the way.

And upon his return, he intends to spend time on his farm in Bellview, Ill.

"I'm going to rest a little bit and play in the dirt," he said.

For those he leaves behind at NIMA, he offers this: "Remember, the information we provide for our warfighters and decision makers is critical to the success of our nation. We must produce as much as we can, as fast as possible—and it must be the best." And, he added, "have a little fun along the way." ♦

New Geospatial Facility Will Demonstrate Prototypes for the 21st Century

by Paul Hurlburt

NIMA recently opened its Geospatial Prototype Facility (GPF) in Bethesda, Md. Supporting the interagency Geospatial Information Integrated Products Team (GI IPT), it was formed last year in response to a Defense Science Board recommendation.

Commercial industry will use the GPF to demonstrate technology that is expected to fulfill requirements for geospatial information in the 21st century. In one of its first demonstrations, the facility is developing a prototype database of the U.S. Imagery and Geospatial Information System (USIGS).

Explaining the need for a prototype facility, GI IPT leader Irv Buck said, "We want to be able to test, in a controlled environment, each portion of an 'end-to-end' capability that the IPT is developing. That includes production, information management, dissemination and customer exploitation."

A team from NIMA's Systems and Technology Directorate has been matrixed to the GPF to support the prototypes, exercises and demonstrations, said Army Lt. Col. Steve Kilcullen, team leader for all exercises and demonstrations in the GPF.

Six bays are available for demonstrations, which will be assessed for potential application by NIMA labs, collaborating from multiple locations as one virtual lab tied into the GPF. Technical liaisons in the field and labs in other agencies also will take part in the assessments.

The GI IPT objective is to "develop, implement and sustain a common view of the battlespace keyed to a standard geospatial framework." IPT members represent numerous elements of the defense and intelligence communities.

The IPT schedule calls for an end-to-end, scalable demonstration of the GI IPT objective by October 1997. The IPT also will identify resources and provide a road map to develop full operational capability by 2000.

Getting Industry Involved

To create a geospatial information infrastructure, the IPT is organized into 10 focus teams under NIMA's leadership. The Commercial/Technology Opportunities Team, led by physical scientist Sue Kalweit of ST, was formed to solicit

and assess demonstrations by commercial industry.

"The GPF is an important part of our efforts to get industry involved in understanding our requirements and working on proposed solutions," said Air Force Lt. Col. Ceasar Sharper, deputy leader of the IPT.



NIMA physical scientist Jim Kren (left) and colleague Joe Ryan manipulate data for a demonstration in the Geospatial Prototype Facility.

"Grouping the tools and vendors in one location provides opportunities for synergy. It will help to make our evaluations consistent, assess interoperability and determine how the new technology interfaces with what we already have," Sharper said.

The prototype USIGS database will support a proposal for NIMA's participation in the 1997 Joint Warrior Interoperability Demonstration. The demonstration will involve accessing imagery and geospatial information from several data libraries, integrating the data in near real time and transmitting it to a joint task force and operational forces. ♦

Photo by Richard Gendron

NIMA's Technology Goes to School

by Jennifer Lafley

From the back of the room, geography maps used to look like a mass of colors and little else. But things are changing, thanks to technology provided by NIMA's National Information Display Laboratory (NIDL), Princeton, N.J.

Sen. Robert Kerrey, of Nebraska, visited NIDL early 1996 and was excited by the prospect of using government resources, such as satellite imagery, for courses on environmental science, geography and related subjects.

Kerrey then secured \$2.5 million in federal funding for the communications, learning and assessment in a student-centered system (CLASS) project.

CLASS allows students in Nebraska to access course materials that include data, graphics and video, and interact with their instructors. In addition, each learner will be able to personalize his or her course by exploring a variety of paths in the material and by choosing from many different technologies.

"The CLASS project was science fiction just a few years ago," Kerrey said. "It is a major, revolutionary step forward in our efforts to harness the power of education technology and bring education to places where distance might otherwise be an obstacle."

The NIDL, located at the David Sarnoff Research Center, in Princeton, develops soft copy technology to electronically process information that works with commercial technology organizations and educational institutions. Established in 1990, NIDL supports the resources of the world's commercial and university leaders in crucial technologies.



Senator Kerrey visits NIDL.

The NIDL technology was originally developed for intelligence community analysts to track and record the processing and analysis of raw imagery into finished imagery-derived intelligence information and link with related work being done by other analysts.

Although the program is being conducted through the University of Nebraska for a distance-learning high school, it is also part of a long-term development of student-centered communications, which will be accessible to a national and an international student body.

On Dec. 5, Kerrey met with NIDL representatives, along with L.D. Smith, President of the University of Nebraska, for a demonstration and strategy discussion. ♦

New HR Programs Will Make Training Opportunities Abound for NIMA Employees

by Jennifer Lafley

It's been said an organization is only as good as its people—which makes meeting the needs of employees important to each NIMA business unit.

Human Resources is one NIMA business unit in the process of developing new programs which will affect thousands of employees. It's a formidable task, but an exciting challenge, said Jim Girardi, program manager, Career Management Office/Career Development School.

"All of our programs work toward the goals of the agency," said Girardi. "And each is guided by, and is in direct support of, NIMA's mission and core values."

One way Human Resources has begun to address these challenges is to form a division that will concentrate on organization development, career development and career management.

The Organization Development and Career Management Division (HRD) offers employees the chance to obtain career development and career management skills through a variety of training, education and development opportunities.

The work of the new division is divided into three areas—the Career Management Office (CMO), Career Development School (CDS) and Organization Development Office (OD).

Career Management Office

"We want to provide employees with the tools to develop their own careers," Girardi said. "We believe that career development is a continuous, lifelong process."

Regina Millard, Director, HR, agrees.

"Employees who demonstrate professionalism and personal accountability align themselves with NIMA's core values," she said. "We must provide the resources employees need to develop themselves."

CMO will grow to include five Career Management Centers that will house career guidance materials such as books, software, audio tapes, video cassettes and a wide range of

reference materials. In the short term, centers will have career advisers who will assist employees with self assessment, goal setting and individual development planning.

It also will provide ongoing education and development programs for employees such as the Clerical, Administrative, and Secretarial Employee Program (CASE), executive leadership programs, senior service schools, various academic program opportunities and the Intelligence Community Assignment Program (ICAP).

Career Development School

The CDS is one school within the newly-formed National Imagery and Mapping College (NIMC).

While many of the programs are still in the design phase, plans are in the works to offer courses related to professional development, supervisory/managerial, career transition/retirement and secretarial/administrative topics.

"Organizations are increasingly relying on employees who exhibit flexibility and commitment in responding to customer requirements," said Ira Leifer, HRD chief. "We will develop tailored programs for employees to acquire the skills necessary to meet that changing work environment."

Organization Development Office

The focus of the OD team is on work-group effectiveness within NIMA. It is available for facilitation, team development, relationship building and other activities that provide workgroups with tools for increasing effectiveness and efficiencies on their own.

HRD can be reached in Fairfax at 703-275-8432, in Bethesda at 301-227-2205, at the Washington Navy Yard on 202-863-3745 and in St. Louis on 314-263-4471. Information regarding specific developmental programs will be announced on a continuing basis. Employees and managers with immediate needs are encouraged to contact the nearest office. ♦

NIMA Programs, Info Featured on NIMA Intranet

If you have access to the World Wide Web and the NIMA Intranet, a wealth of information about the organization is only keystrokes away.

Not only does NIMA have its own home page (<http://www.nima.mil>), which includes organizational and late-breaking information, the Intranet—an internal version of the Internet—contains comprehensive information on a variety of topics relevant to NIMA employees.

The Edge

Read the current issue of Edge before it reaches the news stand!

The Edge is just one of the new information sources offered on the NIMA Intranet, a new site off of the agency's OSIS home page that allows you to catch up on the day's top story, upcoming events and official and unofficial notices. As more people gain access via Netscape at unclassified workstations or kiosks, this site will be a convenient place to get the information that interests you, when you want it. This is your information line—collective and ongoing.

This new and powerful communications tool is designed to be friendly, bright and informal. You'll find increasingly more information there.

NIMA Human Resources

Available only through on-site computer stations, the HR page may be accessed via the OSIS server at <http://osis.nima.mil/intra.html>.

Once users log on, they can access numerous areas of concern to NIMA employees. By clicking on "HR at a Glance," they see an overview of Human Resources and a personal message by HR Director Regina Millard. By selecting "Job Opportunities," they can browse through the latest vacancy announcements.

Users also may choose "HR Calendar" to review upcoming events or "Programs and Services" to learn about executive resources, diversity, performance management, workplace benefits, occupational safety and health and affiliate programs. "Forms" will provide quick access to Thrift Savings Plan forms, health insurance brochures and more through Adobe's Acrobat Reader software (downloadable on line).

And "Central Operations Center" provides the full range of NIMA HR's St. Louis-based services.

"The HR Web site is regularly updated," said Audree Zapka, project officer for the Human Resources site. "It's a way of providing new information releases on topics of interest to employees." To quickly view the most current edits to the site, click on "Web Site Help."

Most new releases will be posted under a section called "What's News." What's News contains the HR bulletin board and most new releases on topics of interest to employees.

"Human Resources is committed to bringing NIMA employees the latest human resources information," Zapka said. "And the new Intranet site is just one of the ways HR is guaranteeing the people edge for NIMA."

Other Bells and Whistles

Besides The Edge and HR, employees also have access to senior staff meeting minutes, Congressional and Public

Liaison, Mission Support's Visual Information office and more.

"The Intranet is the engine of new business development and can introduce, expand or strengthen services and provide a quick and efficient way to update information," said Tammi Kiser-Sparks, Intranet manager. The "Daily Edge" is updated each day as late breaking news is received. From official hot news to ski trips, holiday events to weather alerts, office closings to retirement luncheons, this site not only allows you to pull information, you can now also become an information pusher.

To access the new site, enter the NIMA Home Page (osis.nima.mil). Scroll down the jump box to the selection "NIMA Intranet" and select "go to." Once the site comes up, you may want to bookmark it. The URL is (<http://osis.nima.mil/intranet/today/today.html>).

"Don't forget to reload your page with each use," Sparks said, "as it will be updated during the day as new information is received."

And for those who don't yet have access at their desktop or kiosk, we'll keep talking to you via print publications, EmpInfo (e-mail) NIMA News and Lotus Notes. ♦

The Digital Edge

DoD Sets Guidelines for Use of Communications Resources

by Doug Gillert
American Forces Press Service

Here's something to think about: Every time you access the Internet on a federal computer system, the government and the sites you visit record your use. You cannot go "web surfing" anonymously.

A recent revision to the Joint Ethics Regulation (DoD 5500.7-R, section 2-301) spells out legal and illegal use of federal communications resources. Now rules that apply to personal use of government telephones apply as well to facsimile machines, electronic mail and the Internet.

The Office of Government Ethics issued the guidelines for this previously uncharted territory in March, but few people have probably seen or read them.

According to the regulation, official use of these resources includes "emergency communications and communications that the DoD component determines are necessary in the interest of the federal government."

Theater commanders can approve personal use of government communications resources by people deployed away from their home on official DoD business. For example, employees (including service members) may use e-mail to

notify family members of transportation or schedule changes.

The regulation also allows limited personal communications from DoD employees' usual work place. This may include brief Internet searches, conversing with a spouse or minor children via e-mail or sending and receiving personal business paperwork by fax.

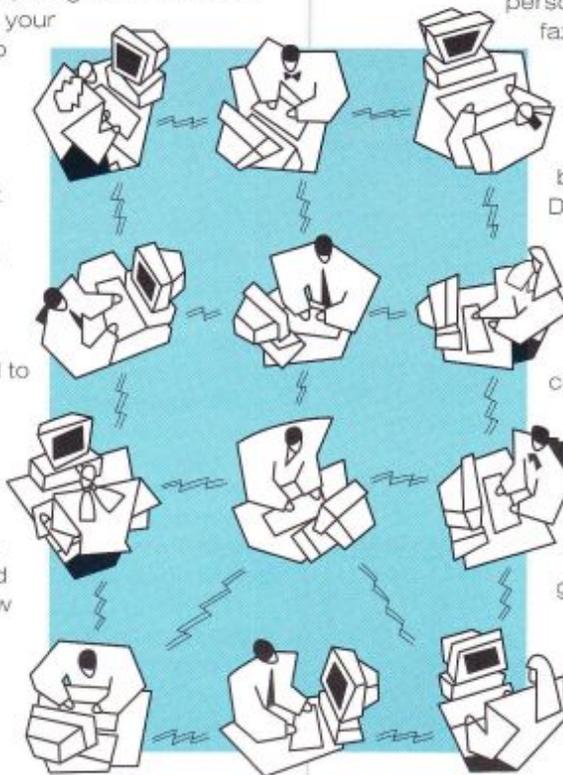
The usual restrictions that apply to telephone use apply here as well: Personal use shouldn't overburden the system, can't cost DoD money and can't violate federal, state or local laws.

Additionally, the regulation prohibits any use that reflects adversely on DoD or any of its components. This includes transmitting pornography, chain letters, unofficial advertising, soliciting and selling (except on authorized bulletin boards) and classified information or gambling.

Exceptions: A DoD law enforcement employee's duties may require otherwise prohibited activities, and organizations may conduct [authorized] fundraising activities among

their own members.

Finally, be aware you have no privacy when using government communication resources. Using these resources constitutes consent to monitoring by the agency. ♦



"Come at once. We have struck an iceberg..."



Unsinkable Service

Titanic Tragedy Prompts Timely Broadcast Service

by Howard Cohen

A U.S. Navy submarine plans to transit under the polar ice field via the Denmark Strait, but receives a message that an iceberg lies directly across her intended track, 50 nautical miles ahead. She changes course to enter the ice at a different point.

A routine safety message has forestalled a potential catastrophe.

That message came from NIMA's Worldwide Navigational Warning Service (WWNWS), which observed its 75th anniversary Nov. 1996. The broadcast desk team, directed by Peter Doherty, has the responsibility of screening numerous safety messages sent to NIMA from commands and vessels worldwide and determining which messages will go "out for the broadcast."

Doherty recalls how the sinking of the Titanic was partly responsible for NIMA's role in broadcasting time-sensitive marine safety messages.

On April 14, 1912, in the afternoon, the German steamship Amerika spotted two large icebergs in what was then the most-traveled ocean route between Europe and America. "The Amerika wanted to warn the U.S. Navy Hydrographic Office, Washington, D.C., about this danger to safe navigation but its transmitters were not powerful enough," Doherty noted. "Soon, Amerika spotted the 'unsinkable' RMS Titanic on her maiden voyage from Southampton to New York. Raising the Titanic's wireless officer, Amerika requested Titanic to relay the iceberg message. The wire-

less officer, whose main job was tending to passengers' telegrams, sent the message to the Hydrographic Office via Cape Race, Newfoundland, but never passed the message to the bridge." At 11:40 that evening Titanic struck an iceberg. "The rest is history," Doherty said.

The message from Amerika via Titanic and Cape Race reached the Navy Hydrographic Office early April 15, 1912. By then, Titanic had sunk with the loss of more than 1,500 lives. "The sheer magnitude of this disaster," Doherty said, "forced the world to confront the problem of time-sensitive navigation warnings to ships at sea."

The following year, as a direct result of the Titanic tragedy, the Safety of Life at Sea (SOLAS) Convention formed. This convention originated several reforms in navigation safety. It began the International Ice Patrol to monitor ice conditions along the major routes from Europe to North America. It also required transatlantic passenger

OVER-CONFIDENCE, a most fruitful source of accident, should be specially guarded against.

- From framed notice in chart room

ships to maintain lifeboat capacities adequate to rescue all individuals on board. And, most importantly, it mandated that all vessels at sea maintain a 24-hour radio watch.

By 1921, these radio officers at sea were receiving safety messages from the Navigation Safety and Warning System maintained by NIMA's predecessor organizations.

Today, from NIMA's broadcast desk, that system sends out five types of messages:

Photos by Bob Cox



"Trainee" Joe Schruender (left) prepares a broadcast message under the watchful eye of Steve Offenback

NAVAREAs IV and XII, HYDROPACs, HYDROLANTs and Special Warnings.

"The broadcast desk is the voice of navigation safety for the U.S. Navy and merchant fleets," said Mike Whitby, senior watch officer. "The NIMA broadcast desk processed 71,900 messages last year. Of those, 8,000 were considered vital enough to go out."

WWNWS has divided the world into 16 navigational areas called NAVAREAS. "The system is a coordinated global service for sending information by radio to ships on hazards to navigation which might endanger international shipping."

The U.S. NAVAREA messages originate from its participation in the WWNWS of the International Maritime Organization.

The U.S. is the coordinator for NAVAREA IV (Western North Atlantic) and NAVAREA XII (Eastern North Pacific). Besides broadcasting NAVAREA messages, the broadcast desk also sends out HYDROPAC and HYDROLANT messages. These are similar in content, but worldwide in coverage. NIMA thus gives its customers the option of receiving all navigation safety messages from one U.S. source.

Such messages include failure of and/or changes to major navigational aids, newly discovered wrecks or natural hazards (ice below 52° North) in or near main shipping lanes, military operations, search and rescue, cable-laying, scientific research and other activities. Due to its wide ocean coverage, information concerning overdue and missing ships, aircraft or "man overboard" messages also are included in the broadcast.

Navigation safety messages are canceled by specific notification when no longer pertinent. A message addressing an exercise or event of known duration includes its own cancellation,

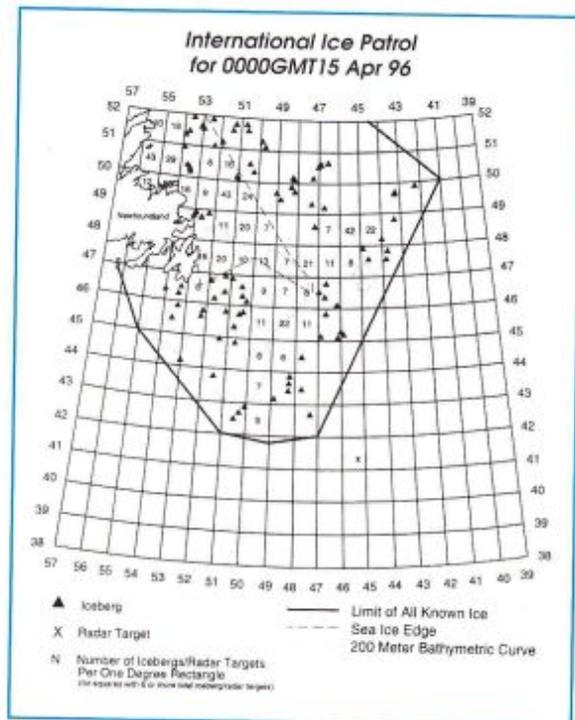
usually one hour after the conclusion of the event. Warnings that are sufficiently permanent in nature also can be published as a U.S. Notice to Mariners correction. The broadcast warning is then canceled six weeks after the Notice is printed.

Changing navigation conditions are not the only threat to safety at sea. Changing political conditions can threaten shipping. NIMA periodically broadcasts Special Warnings to alert customers to any

potentially threatening political development.

NIMA consults with the State Department, Chief of Naval Operations (CNO) and other government organizations to determine the scope of the warning. NIMA then transmits the Special Warning to U.S. shipping, government agencies and military commands worldwide.

The watch is staffed by marine information specialists and nautical cartographers. Full time watchstanders Keith Levin, Steve Offenback and



NIMA broadcasts ice messages from the International Ice Patrol to mariners to prevent further maritime disasters like the Titanic. The Titanic sank April 15, 1912 at 2:20 a.m. at approximately 41° - 46°N, 50° - 14°W after colliding with an iceberg.

Buddy Klepper rotate around the clock during the work week.

Whitby makes up the weekend "watchbill" staffed by employees from NIMA's marine navigation department. He is also responsible for training.

"Training to stand the broadcast watch starts about six months to a year after a new employee arrives," he said. "That is the time needed to gain experience writing U.S. Notice to Mariners."

Requirements include graduating from a maritime academy, the Naval or Coast Guard academy, or equivalent maritime background, and seafaring experience of at least one year.

"For two weeks, the trainee observes and assists the veteran watchstander," Whitby noted.

"When training is complete, the new watchstander is ready to go solo."

"It's a little bit intimidating at first. With all the equipment, messages coming in and the phone ringing, it can be hectic at times," said Joe Schruender, a new trainee.

Doherty summed it up: "The marine navigation department is extraordinarily proud of its unique position and long standing tradition of providing vital worldwide safety service to the U.S. Navy and civil mariner."

From its beginnings in 1921 as an outgrowth of the international community's reaction to the Titanic tragedy, the NIMA broadcast desk plays an indispensable role in NIMA's mission to warn mariners on the high seas of navigational hazards. ♦

Blizzard Leads to Watchstanding Marathon



Grzymkowski

When Joe Grzymkowski relieved the navigation safety radio watch at 7 a.m., Jan. 6, 1996, he had no idea he would be in for such a long day.

His watch was scheduled to end at 3 p.m., but that was before the snow began falling, slowly at first, then increasing to blizzard proportions. By noon, the now-famous blizzard of 1996 was well underway. The government had shut down and Grzymkowski realized there was no way his relief could make it in to relieve him.

"I called my relief and told him not to worry—that I had the watch covered," he said. With ships at sea relying on the navigation safety broadcast,

Grzymkowski clearly saw his duty was to remain at his post.

"I realized there were mariners who needed navigation safety messages delivered, and I wasn't about to jeopardize the safety of life or cargo at sea simply because we were experiencing a blizzard," he said. "One doesn't leave a watch on a ship until properly relieved, and I felt my responsibility at the watch desk as keenly as I would have felt my responsibility for the navigation on the bridge of a ship."

Grzymkowski, a 14-year veteran with NIMA and its predecessor agencies, remained at his post sending out navigation safety messages for an incredible 33 hours. Fortunately, the cafeteria remained open during his watchstanding marathon.

"I'll never complain about cafeteria hamburgers again," he joked.

Grzymkowski's performance during the Blizzard of 1996 earned him a peer award, reflecting the pride and professionalism of NIMA's Marine Navigation Department. "I had a job to do and I did it. There were ships at sea relying on me, and I wasn't going to let them down. It's nothing that any other member of this department wouldn't do," he said.

That may have been true, but Joe's grueling 33-hour marathon set a standard for professionalism. His ordeal ended when a coworker, Tim Doherty, used a four-wheel drive vehicle to get to work and relieve him. ♦

Silent Community Council Provides Voice for Employees

by Muridith Winder

Deaf and hard of hearing employees have found a voice for their concerns in NIMA with the establishment of the Silent Community Council.

Founded by Rosemary Aguirre and Kent Mutzig in October, the council was formed to improve communication and understanding between deaf/hard of hearing employees and their co-workers, and to enhance production and create promotional opportunities for deaf personnel.

"We will accomplish this by requesting and providing educational classes to both the deaf community and other employees," Aguirre said.

The council will also provide guidance,

recommendations and suggestions to deaf members in work related situations.

"We want to work together as a team and help educate each other," she said. "If the council does not have the answers, we will recommend the proper chain of command to get their needed information."

Mutzig and Aguirre also believe the council will broaden members' knowledge with faster access to information relating to job opportunities, training classes, detail assignments or information on social functions. They point out that often the deaf community is late in receiving important information. The SCC

has also requested that all deaf personnel be given access to e-mail to allow a faster means of obtaining timely news.



Mutzig



Aguirre

Since its inception, the SCC has started educating the work force about people with disabilities. The first program covered the Americans with a Disability Act, which outlined the rights and guidelines for those disabilities. Tracie Saab, from the Job Accommodation Network, was the speaker. Some NIMA employees also attended a three-class session on how to better communicate with deaf employees.

For Aguirre, the SCC's interaction with NIMA is important.

"NIMA has given me the opportunity to expand my knowledge on resources available for the deaf and about the Americans with Disabilities Act," she said. "There is still much work and many improvements needed in the work force."

She noted that supervisors need to be familiar with the purpose of the ADA as well as the need to review the guidelines that should be followed to guarantee equal opportunity for individuals with a disability.

"It is frustrating to go to a job interview knowing that my chance, as a deaf employee, is very slim," she said.

Mutzig believes the SCC is a major accomplishment for the deaf community.

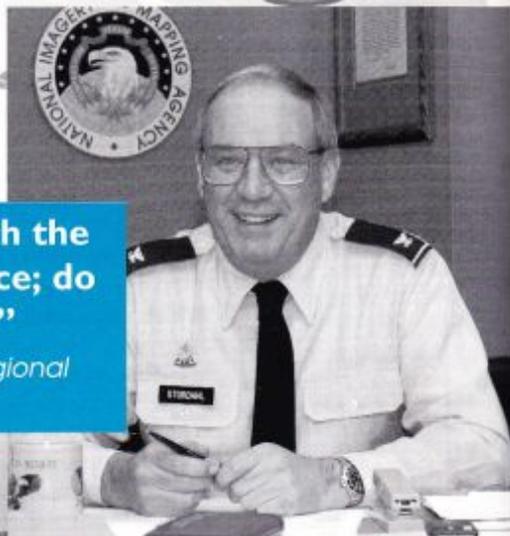
"We have had bad experiences in the past trying to voice our needs," he said. "The SCC is better organized and with good support so that people will listen to our concerns." ♦

NEW YEAR'S RES

In 1997, I will try to...

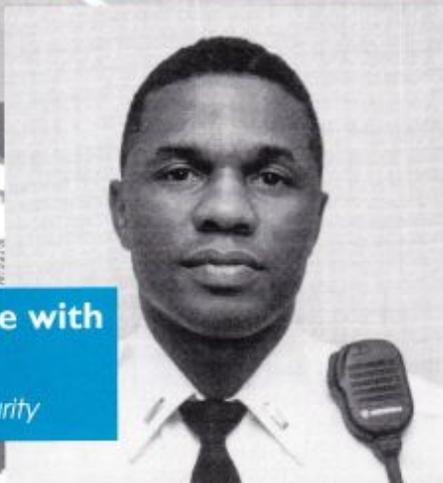
“spend more time ‘with the troops,’ less in the office; do what my wife tells me.”

— Army Col. Jim Stordahl, Regional Manager, Mission Support



“spend more time with my family”

— James Brunson, security



“quit smoking”

— Vernon Gibson, base service store



“make it to another year”

— Julie Kim, GC



“finish school”

— Annette Newman, HR



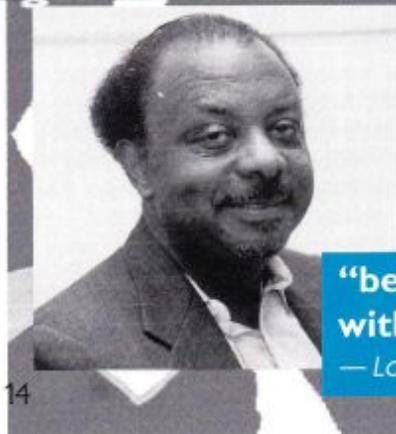
“exercise my cholesterol”

— Patricia



“be more in touch with my feelings”

— Langston C. Davis, GC



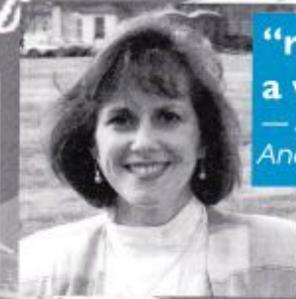
SOLUTIONS



"have a healthy year"
— Vicki Thomas, MS



"keep in touch with old friends"
— Jerry Fabanich,
geospatial information



"run at least 3 days a week"
— Jane Alexander, Source
Analysis Information Service



"lose weight and look mighty fine for 1997"
— Gloria McMillan, clinic

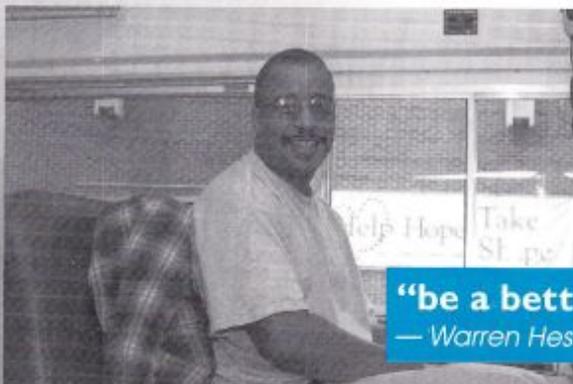


"be better than last year"
— Raymond Trice,
material management



"get more rest"
— Steve Wilson, HR

"and watch cholesterol"
Richardson, nurse



"be a better guy"
— Warren Hester, bus driver

Topographic Readiness Facility

Readiness is its Middle Name

by Paul Hurlburt

Built to be big, the Army's new Topographic Readiness Facility, Fort Bragg, N.C., is 10 times the size of a one-story house and filled with shelves 14 feet high.

"It's probably the second largest map depot in the world," said NIMA Customer Support liaison Jim Hare. "That would put it behind the NIMA depot in Philadelphia."

With a mission to match its size, the TRF gets hardcopy and digital geospatial information to units "at the focal point of America's ground power projection," Hare said.

With 45,000 soldiers, Fort Bragg is headquarters for the Army's XVIII Airborne Corps and home of the 82nd Airborne Division and Special Operations Command ("the Green Berets"). Including the 82nd and three other divisions, the Airborne Corps commands 40 percent of the Army's active combat strength.

A joint exercise with the British last spring—Royal Dragon—was the largest airborne jump since World War II.

At nearby Pope Air Force Base, 5,000 airmen maintain a readiness to fly their Army customers, who can deploy anywhere without notice in less than a day.

"Desert Storm, Haiti, Panama and Grenada—in each operation, the 82nd Airborne was the first to go," Hare said.

"Young—most under 30—with tough combat missions, the troops at Bragg are the best. All of the commands here have briefings that will knock your socks off!"

And all are TRF customers. Like them, TRF

personnel must be ready to support any contingency anywhere. More and more often, this support includes unique ("special") products.

The TRF's capability to provide such products is now greatly improved, thanks to NIMA's Remote Replication System. Supported by NIMA technical experts, the TRF produces custom maps on the RRS from digital files and scanned hardcopy.

Joining Hare in providing Fort Bragg its NIMA connection are Dave Marshburn and Steve Augenstein, technical liaisons, and Eric Dohrmann, distribution and inventory control specialist. NIMA's customer support teams in metropolitan Washington and elsewhere are a crucial element in the

support process, Hare added.

The TRF is managed by Army civilians: supervisory cartographic technician Doug Ball and materials handlers Steve LaMartiniere and Rose Lovings.



Shelves 14 feet high give Fort Bragg's new Topographic Readiness Facility storage space for maps to meet any contingency.

Photo by Larry Franklin

Operations are carried out by a deployable map distribution platoon with some 20 to 30 soldiers assigned.

"Whatever the crisis — Haiti or Hurricane Andrew — all or part of the platoon could be deployed," said 2nd Lt. Brian Merriman, an Army quartermaster assigned as platoon leader.

Some of the soldiers have been with the platoon for five years, Merriman said. All receive thorough training in NIMA's stock number

Later, RRS maps were used in hurricane relief operations.

"It's great for quick response," said Marshfield, who's been working alongside 30th Engineering terrain analysts and TRF personnel in adapting commercial software packages like ARC/INFO and ERDAS Imagine.

"With the RRS, we can produce hardcopy with whatever source is available," he said.

“When you shoot a hole in a map, you've still got a map. When you shoot a computer, you've got a brick.”

system, the different types of maps and other products and how to match the products with an area of interest.

One of the platoon's biggest jobs is replenishing stocks of flight information publications, Merriman remarked.

"When the 56-day cycle comes in, that's all we do for a day," he said. The FLIPs get heavy use in all types of aircraft, from helicopters to giant cargo aircraft and fighter planes.

NIMA and TRF personnel work closely with the Corps' 30th Topographic Engineering Battalion to assess and meet a myriad of requirements — anything from a customized training graphic to a truckload of Topographic Line Maps.

"We've been doing special projects for a lot of units on the RRS," Marshburn said.

Installed in the fall of 1995, the system was pressed into action a few weeks later to print — from 8mm magnetic tape — the final peace treaty maps resulting from the Bosnia talks. With its capability to merge updated digital information and scanned hardcopy, the RRS was also used in tracking hurricanes with customized maps.

Both hardcopy and softcopy formats will be necessary for "quite sometime," he anticipates. "The soldiers often have a different reality. They say, 'When you shoot a hole in a map, you've still got a map. When you shoot a computer, you've got a brick.'"

TRF personnel were all ears when Sgt. 1st Class Joseph Harris of Army Special Forces and Sgt. 1st Class Stanley Owens of the XVIII Airborne Corps' 507th Support Group walked in.

The two were looking for an enlarged map of Fort Bragg for a training exercise.

After discussing the area involved and scale required, one of the sergeants agreed that a printout of a specified Arc Digitized Raster Graphic, with copies from a color copier, would work.

"Everytime I've come over here, I've gotten excellent service," Owens said. "Sometimes, it's not what I asked for, it's better than what I had in mind."

"We never want our customers to ask themselves what they're doing here after they walk in," Lovings said. "We pride ourselves on our customer service. And we do it with a smile." ♦

Musician Leads Listeners to Where He Wants Them to Be

by Don Kusturin

“It’s like an adventure—almost like a journey,” said Jeter Thompson. And though he could be describing his life, he was talking about his music and how he leads his listeners to where he wants them to be.

“When I play, I like to arrange things to build toward some sort of emotional state. It’s what you feel that counts.”

Thompson, a contracting team leader in St. Louis, plays jazz piano and has for most of his 66 years. His musical journey began when he was 5 and could play almost anything he heard. By 12, he entered a “boogie-woogie” contest at the Chase Hotel and won second place. At 16, he began his professional career playing at a strip tease club in downtown St. Louis.

He has performed with his band, the *Quartette Tres Bien*, for more than 30 years and recently released a CD titled “Agape” with an expanded version of his group under the name of Jeter Thompson and Friends. Written by his brother, Harold, who plays bass in the quartet, agape is Greek for the “ultimate of love.” Jeter wrote five of the other songs. Howard, their youngest brother, plays drums.

The Thompson brothers came by their talents naturally.

“The whole family plays something,” he said. Their father played piano and their mother sang.

Throughout his life, music continued to have a hold on him. During his early years, he played all over the St. Louis area with a number of well known and respected musicians. These included Emit Carter, Jimmy Forrest (who wrote the jazz standard “Night Train”) and Oliver Nelson (composer of the TV “Ironside” theme). He also played locally with one of St. Louis’ rock legends, Chuck Berry.

In 1954, after a tour of Korea, courtesy of the U.S. Air Force, Thompson began work as a cartographer at the Aeronautical Chart and Information Center, one of NIMA’s predecessor agencies.

“I applied for the job and got it because of my background in architectural drawing and math at Stowes Teachers College,” he said. But one job was not enough. He soon found a second and through it all continued to play music.



A publicity photo from the Apollo Theater featuring Dick Gregory (center), Duke Ellington (top left), Dizzy Gillespie (top middle), and Jeter Thompson shown playing piano (left).

“For eight years, I worked down here [the Center] five days a week; selling real estate in the evening, with open houses on Sundays, and sales meetings on Saturdays. And I was playing every night on ‘Gaslight Square’ [a successful entertainment district of the 1960s and 1970s] and playing a matinee on Saturday before I went there,” he explained. “Then I left the Center in ‘63 because we had hits on two of our albums.”

The quartet had two albums in the top 10 on the charts on the West Coast. This soon created a demand for the group. Touring as the leader of *Quartette Tres Bien*, Thompson was accepting jobs across the United States. He was appearing with such headliners as Sarah Vaughn, Redd Foxx and Ray Charles.

A major perk in being part of the bigtime shows was the people he met. This was the case when he met Malcolm X and Adam Clayton Powell while appearing in Dick Gregory’s show at the Apollo Theater in New York.

“They were speaking to a group of thousands outside the Apollo,” Thompson recalled. “Dick Gregory went out and brought them in to the theater and up to our dressing room. You know, you read about these people and here you

Courtesy Photo



Photo taken with Harry Gardino, star of Route 66, Jeter Thompson to his left.

are shaking hands and talking with them. That was something!"

Thompson was affected by another famous person, but was unable to meet, Dr. Martin Luther King, Jr., whose assassination inspired a song by the piano player.

"Right after Martin Luther King was killed I wrote a song called 'Bad People.' We played this in Detroit at a really big concert," he recalled. "On this particular song, I played the melody and I reached inside the piano and plucked the strings. The drums were going de-de-dum, de-de-dum, de-de-dum, dum, dum. As I was playing the melody on the strings, you could of heard a pin drop."

Thompson said that following the concert a group of people came back stage. "Some were a little irritated because 'Bad People' had gotten to them. They took it personally. I tried to explain what the song was about, but it had had a powerful effect on them," he continued. "It was kind of scary, having that much effect on people. I don't even play that thing now."

While touring from 1963 to 1972, Thompson and his band were featured at the Watts Jazz Festival, broke the attendance record at the world famous Lighthouse Jazz Club and received a citation from the Los Angeles mayor for performance and participation at the mayor's Christmas Party for the Poor. The group also had a brief appearance on the television show "Route 66" in an episode entitled, "Hey Moth, Come Eat the Flame."

In 1972, Thompson felt the tide of American tastes changing and returned to work at the Defense Mapping Agency.

"At that particular time, hard rock was coming in strong. A lot of jazz clubs were closing," he said. "So, I got the vision that we better kind of cool it. I brought the group back in and most of us got our jobs back."

When Thompson returned, he said that it felt as if he never left. People treated him as they always had.

Since his return to St. Louis, he and his group have continued to play at local clubs and events and cutting records as well. Through it all, Thompson has recorded 14 albums. One was

recently released in Japan. He also cut a CD for his current label.

"We have recordings all over the world," he said. "As a matter of fact, some people I know came back from New York and saw some of our old albums, cut between '63 and the early '70s, selling for \$60 a whack. They must think we're dead."

Thompson is anything but dead. Over the past 25 years, he has played and composed music for a local television show, taught jazz piano at the Casa School of Music and he and his group played a concert outside of Busch Stadium during the 1987 World Series. In fact, Thompson has been such a part of the city's jazz scene, that he was mentioned in a St. Louis Post-Dispatch article about St. Louis Jazz legend, Jimmy Jones.

As a pick of area greats, Jones had this to say about the NIMA employee: "He's real quiet. When he gets on the keyboard, he's serious business. He doesn't smile, he attacks the piano. When he's finished and gets up, you see that smile."

Thompson has no intentions of slowing down as he gets older.

"I still have more to learn. Tomorrow, this is gone," he said, holding up his CD. "The only thing age means to me is to use the past wisdom to better anything that may occur in the future."

"I started playing because of a gift and a hobby. Suddenly, I'm out there getting paid for something I love to do. It's been a very interesting life." ♦



QUARTETTE TRÈS BIEN
DECCA RECORDING ARTIST

Decca Records

Courtesy Photo

DECCA publicity photo of the Quartette Très Bien, Jeter Thompson on the left.

January 31 Deadline

Rotational Intelligence Positions Available to NIMA Employees

What's the best way to create a corps of professional intelligence community officers whose primary goal is to enhance mission integration within the intelligence community?

The Intelligence Community Assignment Program (ICAP) is the first community-wide employee assignment program designed specifically to promote and encourage assignments across intelligence community functions, positions and geographic locations. Expertise will be developed through structured 2-3 year rotational assignments similar to those of military officers.

"The program focuses career responsibility on the employee through a self-initiated, open competition, merit selection process," said Jim Girardi, ICAP Program Manager. In addition to their personal development gain, he added, "ICAP assignees will infuse new perspectives, knowledge and expertise into the organizations they join."

One hundred such positions have been allocated for FY 97, spread proportionally across the intelligence community. Of those, four belong

to NIMA and are open to other intelligence organizations. The other 96 vacancies are open to NIMA employees.

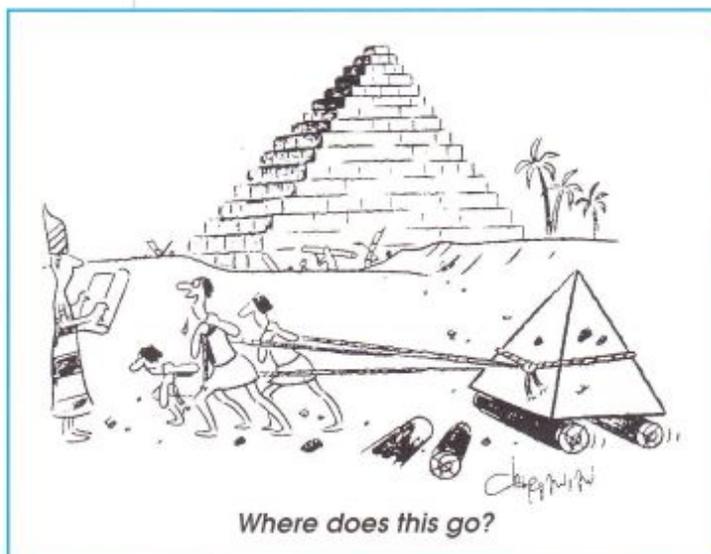
"All ICAP positions are functionally diverse, located primarily within the Washington, D.C., area and range in grades from GS-13 through the Executive Level," Girardi said. Vacancies opened on Jan. 2 and will close Jan. 31. Vacancy information was released via e-mail. Business unit administrative officers also have a limited number of hardcopies available.

ICAP is administered by an Executive Secretariat responding jointly to the Deputy Secretary of Defense for Intelligence and Security and the Executive Director for Intelligence Community Affairs. Over the next five years, ICAP will ramp up to 900 positions with a projected corresponding increase in NIMA's

participation. Future emphasis will be on broad geographic/functional exchange.

For further information, contact Jim Girardi at 703-275-8432 (DSN 235-8432). ♦

The program focuses career responsibility on the employee through a self-initiated, open competition, merit selection process.



Heart Attack Victim, 39, Has a New Chance at Life

by Jennifer Lafley

The new year has a special meaning for Kevin Hayes—he has another chance at life.

"I'm glad 1996 is over," said Hayes, a branch chief in the Marine Navigation Department, in Bethesda, Md. For Hayes, 39, 1996 was the year that he almost died of a heart attack.

Hayes, a soccer player and a runner, has no history of heart disease in his family, and was otherwise the picture of health. Trim and athletic, he immediately dismissed the first pains he felt in his chest.

"I was at my daughter's soccer game when I felt a strange kind of discomfort in my chest," said Hayes, who quickly forgot about it after it passed.

But several days later, he felt it again, only worse.

"I felt a little silly about it, but I went to the emergency room," said Hayes.

Expecting that he would quickly be assured that everything was fine, Hayes was shocked when the doctor suggested he remain for the night for tests.



Photo by Richard Glascocks

Hayes

He was even more surprised the next morning when a heart specialist informed him that there were blockages in his arteries. The specialist recommended an "angioplasty"—a process to widen the arteries via a catheter and an attached, inflatable balloon. When the balloon reaches the narrowed part of the artery, it inflates, widening it.

"I never expected to hear I needed surgery," Hayes said. "After all, I did the so-called right things—exercised, kept my weight down and didn't smoke."

The doctor scheduled the surgery immediately and assured Hayes and his wife that angioplasty was a routine procedure and that he would be back at work in just a few days.

That was in May—but it wasn't until after Labor Day that he was able to return.

"I came out of surgery and felt terrible," he recounted. "I kept having terrible pains in my chest." The next thing he remembers is his doctor bending over and whispering into his ear that they had to do bypass surgery.

"The doctor started a morphine drip and then it was over," Hayes noted. "In a way, it was worse for my family. They spent several frightening hours worried that I wouldn't make it."

By the time the surgery was complete, Hayes had undergone a quintuple (five-way) bypass. A bypass is done to reroute blood around clogged arteries and improve the supply of blood and oxygen to the heart. Typically, a piece of vein from the leg is removed and sewn onto the large artery leaving the heart. Other veins are attached or grafted to the blocked artery.

According to the American Heart Association, Hayes was among only five percent of heart patients who need emergency bypass surgery following angioplasty.

Although the surgery went well and he was home in four days, his recuperation took two-and-a-half months.

"The best part was that it was during the summer, so I could spend extra time with my two children," said Hayes. "The worst part was discovering how weak I was."

Despite his weakness, he forced himself to walk every day. By August he had regained his strength and was feeling much better. Although he hasn't returned to running or playing soccer, Hayes power walks and coaches his daughter's soccer team.

"As far as soccer playing goes, I remember all those hard balls to the chest. After having my chest opened, it is not something I am eager to try again—at least for now."

Although he foregoes candy bars and pizza and takes a cholesterol lowering prescription, he has been assured that he is well again.

He learned a great deal from the experience—and not just about health. "I can't stress enough how important it is to save leave. No one knows when an emergency may occur." He also learned how meaningful it was to receive cards and letters from friends and co-workers.

"It is easy to feel down at times when you're sick," he said. "It means a lot to know people care." ♦

Loudon Named Distinguished Graduate, NDU IRMC

Deborah L. Loudon, a program analyst with the Plans, Programs and Analysis Office, NIMA Headquarters, recently was named distinguished graduate from the Advanced Management Program of the National Defense University's Information Resources Management College.

The award was based on academic achievement, leadership and teaming skills, and significant contributions to the learning environment and faculty nomination and approval. The distinction came after an intensive four-month resident program.

The Advanced Management Program is a rigorous graduate-level multidisciplinary program stressing leadership, managerial, interpersonal and technical competencies required of senior

Information Resources Management (IRM) decision makers, managers of complex information systems programs and functional managers with IRM responsibilities.

"The course provided intensive in-depth education in all areas of IRM, including information management, technical management, procurement management, financial management and the information systems life cycle management process" Loudon said.

Other NIMA AMP graduates include: Anthony Mehalic, Headquarters; Keith Thackrey, Reston; and John S. Krakowski, St. Louis. ♦

Loss Control Campaign Hopes to Reduce Slips and Trips

*by Pat Roberts,
Safety Manager, NIMA Bethesda*

The Mission Support Safety Offices have started a "Loss Control" campaign aimed at preventing injuries resulting from slips and trips.

During fiscal 1996, slip and trips were some of the more frequently occurring mishaps. The five most common causes were snowy or icy sidewalks and roads, wet floors, tripping on stairs and dry sidewalks or curbs and slipping on dry or slippery floors.

Safety posters have been developed and distributed to the business units to increase awareness of slip and trip hazards.

The goal of the campaign is to reinforce safety among NIMA employees, reminding them that safety is a team effort between management and employees. They must actively participate in providing a safe work environment and to emphasize the need to immediately recognize, identify and take appropriate action to eliminate

conditions that are likely to cause accidents, especially slips and trips.

Fortunately, slipping and tripping hazards are preventable. The following checklist can help you avoid slips and falls:

- Notify maintenance of roads and sidewalks that need salt, sand or shoveling
- Clean up spills immediately. If it's a large spill, call the custodian.
- Pay attention while walking. Make sure your path is unobstructed.
- Notify the custodian immediately of any slippery floor.
- Pick up paper clips, pens or other things you see on the floor.
- Notify maintenance of loose or torn carpeting or damaged flooring.
- Secure electrical wiring and cables away from walkways.
- Notify maintenance of burned out bulbs in walkways (interior and exterior).
- And finally, walk, don't run. ♦

Spunky Bethesda Custodian Symbol of Spirit, Strength

by John Iler

To her friends she's known simply as "Mrs. Kellum," a spunky Bethesda custodian who takes the time to listen in return for honest feedback. But now, with inoperable cancer and two young grandchildren to rear, she's becoming known for her indomitable spirit and strength.

"She has her own opinion on things and she'll share it," said colleague Ronald Murphy, who has known Kellum since she arrived at DMA in 1975. "She won't just sit there and agree with a person."

Ruth Kellum has left a legacy over the years, not only among her coworkers, but with her customers. Despite her cancer, diagnosed in 1993, she continues to be a familiar sight to Bethesda employees as she goes about her duties.

"I have to pay bills and have someplace to sleep," she said. "I have problems with pain, but I have pills. And some days are better than others. I just hope and pray for the best."

Her strength of spirit also is matched by an inner strength based on a simple philosophy. "In life, you deal with human beings," she said. "Some are friendly; others aren't—but that's the way things are. I just treat people like I'd want to be treated."



Photos by John Iler

To her friends and coworkers, Kellum is noted for her quick wit and sense of humor.

A native of Jacksonville, Fla., Kellum has spent the past 45 years in Washington, D.C., as a short order cook, then a custodian, first at the National Gallery of Art, then DMA, Bethesda. She is gratified when she's recognized outside the work environment—something that happens often. "I'll be out shopping and someone will



Ruth Kellum

wave and say, 'Hi, Mrs. Kellum!' It's nice to be recognized."

She says a good sense of humor is essential in life. "I know people don't like to be disturbed, so when I bring in a vacuum cleaner, I just tell them I'm bringing them a little music," she laughs. "And they usually say, 'No way, get out!' But they're just joking."

Her supervisors and coworkers are quick to praise Kellum. "Just being around her you can tell she's strong," said fellow custodian Cecil Ashton. "She's got a good sense of humor."

"In life, you deal with human beings. Some are friendly; others aren't—but that's the way things are. I just treat people like I'd want to be treated."

"She's very sincere," added Donald Proctor, with Heat and Air Conditioning. "If she tells you she's going to do something, she does it."

Her friends also speak of her high spirits and good cheer.

"She's very courteous," observed Linda Adams, a custodial supervisor. "She has an appealing attitude that makes people take a liking to her. She's someone anyone would be proud to work with and to have as an employee."

Kellum was recognized recently by members of the American Federation of Government Employees, Local 3407, who presented her with a turkey dinner, holiday ham and a check. It was a welcome gift, since family members are out of work and she has her two grandchildren, Tiffany, 10, and Leon, 2, to think about.

"When she comes into the office, she's always glad to see and help us," said Dave Rogers, secretary of Local 3407. So when Annie Gatrell suggested the holiday surprise, other union members readily agreed.

"I wish I could give everyone a big hug," the stunned Kellum told her friends after the surprise. Said union president Marilyn Merry, "Mrs. Kellum has been there for us, so we wanted to be there for her." ♦

Note: Mrs. Kellum is currently listed under the Leave Donor Program. Anyone wishing to contribute annual leave should contact Linda Adams, via e-mail, or at 301-227-2010.

Building Maintenance: A Team Thing

by Jennifer Lafley

It's easy to take the work this group does for granted. No one notices their work—unless something goes wrong.

"We're in the background, keeping the buildings and equipment running," said Larry Seckel, program manager in the Installation Maintenance Division of Mission Support.

But was the work completed efficiently and the best use made of staff and equipment?

That's what the reengineering teams for installation maintenance sought to discover.

"Our goal was to develop an integrated end-to-end process and design a new organization around that process," said Seckel, leader of the reengineering effort. "Our reengineering efforts were based on data gathered from similar private and public sector organizations that have been recognized as 'Best in the Class.'"

After months of study, Installation Maintenance implemented many of the team's recommendations in St. Louis and Bethesda on Oct. 1, 1996.

Developing a Plan

The first phase for the reengineering team was discovery. Team members examined the process they used to complete work. The second phase was redesign—how to do business more efficiently and cost-effectively.

Team member Curtis Martin, coach of the System Reliability Team in St. Louis, served on a team for six months.

"We did our homework, starting with onsite interviews with employees, looking at the work they did and how long it took to complete tasks," Martin said.

The reengineering teams developed models of the "as is" way of doing business versus a "to be" process and organization.

Goals were to reduce cycle time by 70 percent and overall costs by 50 percent.



David Harrison (standing) and James Campbell prepare for the day.

Change Brings Apprehension

Change is inevitable, but not always welcomed.

"In the old Facilities Engineering Office, there was a traditional way of organizing the trades and crafts employees. They were divided into functional shops—carpentry, air-conditioning, electrical—with a supervisor heading each one," Seckel noted. "The supervisor told the employees what to do, when to do it, and, in many cases, how to do a job."

The new organization encourages total employee involvement in decision making, delegates responsibility to the team and requires team accountability.

"The change to self-directed, multi-skilled teams was a real cultural change, not only for the workers but for supervisors as well," Seckel said. And he admits it was not unanimously accepted at first by 200-plus employees.

Bill Rawlings, of Bethesda, who supervises the systems reliability team with more than 40 employees, is now called a "coach." The teams have all the trade skills required for the team to complete its assigned work.

"There is much more ownership to a project and a lot less coordinating of projects because everyone involved is already working together," Rawlings said.

Cross-training is emphasized. Electricians are learning how to do basic plumbing and plumbers are learning electrical work.

The team plans the schedule of duties from start to finish and develops a check system to ensure the work is done properly. Teams are assigned geographic areas (for instance, Erskine Hall) and are responsible for all of the work in their areas, instead of working at different sites each day. They are also encouraged to get to know their customers.

Getting Started

"There is always some anxiety about starting something new," said Martin, in St. Louis. To help

relieve some of the anxiety, several town meetings were held in Bethesda and St. Louis for employees to discuss concerns.

Although it is still too early to assess the progress of the teams, Fred Turman, of St. Louis, is pleased with the results.

"We recognized that changing our workers' whole way of work was not going to be easy, but we were prepared and organized," Turman said.

By rewriting job descriptions and addressing the concerns of many employees—such as assuring them that everyone would have a job when NIMA stood up—employees were ready for the change on Oct. 1.

"We have emphasized cross-training and we kept two premises in mind: not to look back because the old way of doing things is over and that workers need cross-training. It is central to our success," Turman said.

Designing a new organization around installation maintenance processes resulted in the formulation of three distinct teams with a number of sub-teams.

The Systems Reliability Team focuses on facility systems—air conditioning, heating, electrical and other utilities—ensuring they are maintained.

The Facilities Maintenance Team does the day-to-day repairs and maintenance of facilities structures. It also is responsible for responding to customer-generated maintenance requests and performing periodic inspections of facility conditions.

The third team is the Contracts and Analysis Team, which focuses on continuous process improvement and metrics, predictive maintenance, data base maintenance and analysis, operating the service desk for customer requests and administering various contracts supporting installation maintenance contracts.

"We will be continuing to refine the process as we go along," Turman said, "but we are off to a good start!" ♦

To request support, please call the trouble desk at:

Bethesda	301-227-2350
St. Louis	314-263-4023
Reston	703-264-3496
Fairfax	703-275-8640
Navy Yard	202-863-3725/3430

Sites not listed may be found in the Mission Support internal services directory.

In Memoriam

Joseph "Joe" Dickinson, Jr.

Joseph "Joe" Dickinson, Jr., died on Sunday, December 29 at Bethesda Naval Hospital after a short illness. Mr. Dickinson was well-known at NIMA's Bethesda location after a long career that started at the former Defense Mapping Agency for the Hydrographic/Topographic Center in Bethesda in 1976.

Mr. Dickinson leaves many longtime friends at NIMA, Bethesda and his wife Reba, whom he met at DMA. Mrs. Dickinson works in Systems Technology in Bethesda. They had been married for 14 years.

Mr. Dickinson retired from United States Air Force as a technical sergeant after serving for 22 years. At the time of his death, he was employed as a logistics management specialist in Mission Support in Bethesda.

In addition to his wife, he is survived by his son and daughter-in-law, Ronald and Lee Anne Dickinson of Sterling, a daughter and son-in-law,



Dickinson

Gwen and Keith Rohrbac of Sterling and six grandchildren.

Mr. Dickinson was a member of Christ Presbyterian Church in Fairfax and a member of the Francis Cannon Post #7589, Manassas, and the American Legion Post #10, Manassas.

Reba Dickinson would like to thank their many friends at NIMA who were a comfort to her during her husband's illness.

"I was overwhelmed by the support I received from friends and co-workers at NIMA," she said.

David J. Rudolph

David J. Rudolph, 54, a NIMA, Bethesda, cartographer, died of coronary artery disease Dec. 7 at Arlington Hospital, Arlington, Va.

Rudolph, known as "Rudy" to friends and co-workers, had more than 35 years mapping experience, beginning with the Army Map Service in 1961.

In the late '80s, Rudolph modified the firefinder production process, saving DMA \$4.1 million. He received the Productivity Excellence Award in 1989 from then-Secretary of Defense Frank Carlucci.

He is survived by numerous friends and his dog, McKeaver.

NEWS IN BRIEF

Eastern Region Installs Emergency Information Line

NIMA's Eastern Region has installed a toll-free Emergency Information Line to provide up-to-date information regarding emergency closures, early dismissals or late arrivals due to hazardous weather or other emergency conditions.

This information affects NIMA employees at Bethesda, Fairfax, Reston, Navy Yard and Crystal City.

The toll-free number is: 1-888-333-INFO.

All other NIMA Eastern Region employees should consult their host installation for dismissal/closure information.

The Emergency Information Line for people in St. Louis is (314)263-8068.

Library Services Available at NIMA Headquarters

NIMA headquarters at Fairfax now has library services thanks to NIMA's Research Division in the office of Information Services and Training. The Washington Research Center will offer a variety of services to Fairfax personnel.

Librarians will identify, select, acquire, organize and deliver requested information. This includes searching library collections for data and requesting inter-library loans of mission-related materials as well as searching open source and classified on-line databases. Librarians also will assist personnel in optimizing their use of information resources by providing consultation on how to search the Internet, Intelink and other electronic information resources available at desktop workstations.

Plans are underway to open a small research center sometime this month. Besides a collection of reference books for general use, this location will also house information on commercial businesses and materials such as the NIMA Update video.

Librarian Lynne Tobin travels from her Washington Navy Yard office to Fairfax Tuesdays and Fridays from 1 to 4 p.m. When she's not there, Fairfax personnel can send requests for assistance with e-mail through Lotus Notes to Lynne Tobin or on the sensitive unclassified system to tobinl@nima.mil.

The library is located in room 2S066. The number there is (703)275-5791 or fax to 275-5497. The secure number is 575-1639. For the Washington Navy Yard call (202) 863-3693 or 863-3227 or 61028 on a secure line. The fax number is 863-3144.

Wellness at NIMA

Personal lifestyle choices do make a difference, according to Human Resource officials.

The NIMA Wellness program is designed to encourage employees to make and maintain life style changes which promote their health and fitness - and to make it easier for them to do so. NIMA wellness programs bring opportunities for exercise and improved health awareness to employees through educational and medical screenings.

According to statistics, physically active people generally outlive and maintain functional independence longer than those who lead inactive lifestyles. Even a light to moderate exercise routine, which is easier to adopt for most individuals, can have a significant benefit. Diet and how one handles stress also influence health and fitness. Incorporating healthy activities into daily lifestyles is a challenge everyone faces.

Work-site wellness services offered in 1997 include opportunities for on-site individual exercise and group aerobics; health awareness and education concerning healthy eating, weight control and stress reduction techniques, and cholesterol and hypertension screening. At non-NIMA controlled facilities, host's health promotion services will be used where available.

Upcoming events will be advertised by posters, bulletin boards, e-mail and on the HR Intranet Web site (<http://hr.nima.mil/>).

Following are the wellness program points of contact:

- Bethesda — Darlene Higgins, (301) 227-5800
- Building 213 — Dathanh Nguyen, (202) 863-3738
- Fairfax — Judy Milner, (703) 275-8595
- Fort Belvoir — John Bassett, (703) 805-2164
- Reston — Heather Linder, (703) 264-7294
- St. Louis — Nancy Klein, (314) 263-4374
- Westfields — Diana Newmiller, (703) 808-5764 and Marcy Blacken, (703) 808-5765
- Overall NIMA program — John Dezan, (703) 275-8490

Protecting the Net

Dantone Praises Winner of Security Poster Contest

by Kathleen Neary

"I envy you so—the talent to do this. I could work a million years and not produce something like this." These words of praise came from NIMA Director Rear Adm. Jack Dantone Jr. as he viewed the winning entry of the National Security Poster Contest. Dantone met last month with Richard Shafer, who created the poster, to offer his congratulations.

Shafer, a cartographer who prepares contract and in-house compilation packages, has entered the security poster contest every year for the last three—each time winning at the regional level. His third earned national honors. Larry Plumart and Margaret Brandon, both from Geospatial Information and Services, tied for second place this year.

The poster depicts an ice hockey goalie protecting a computer from a fast approaching and virulent hockey puck. "Think Security; Protect the Net" is the poster's motto. It will be published and distributed nationwide to various security offices by the National Classification Management Society.

A native of St. Louis, Shafer said it took him about 30 seconds to figure out the poster theme. He began brewing his ideas during hockey season and about the same time the St. Louis Blues acquired hockey great Wayne Gretsky.

"I guess I just had hockey on my mind," Shafer said.

Pulling the poster together, however, took much longer—about six weeks. Shafer, who joined the agency in 1986, constructed the poster from a variety of photos. Once Shafer determined his layout, he used photocopy elements to create the collage. The most time consuming part was



handpainting the black and white print so that it would be a lifelike representation, he said.

The goalie is a two-team mixture of the Florida Panthers and the New York Rangers, with some modifications to the uniform. The spectators in the background include Shafer (top row, seventh from the right) and many of his coworkers. ♦

THINK SECURITY: PROTECT THE NET.