

NATIONAL IMAGERY AND MAPPING AGENCY

EDGE

GUARANTEEING THE INFORMATION EDGE
OCTOBER 1999

InReach
CELEBRATES
1st
year

OCTOBER 1999

EDGE

- 4 InReach Program Celebrates First Year
- 6 NIMA Establishes Critical Information and Infrastructure
- 8 Omnibus Contract Supports Operation Allied Force
- 9 Lenczowski, Gustin Receive Rank Awards
- 10 NIMA Establishes Competitive Sourcing Program
- 12 Employees Receive Intelligence Community Awards
- 13 Crumpton Receives Distinguished Civilian Service Award
- 14 PeopleSoft Implementation Shows Partnership in Action
- 18 Pentagon Operations Center Relocates
- 24 NIMA Releases Arctic IDPs to Help Research Global Warming
- 26 The Gift That Came Back—As a Little Girl

On The Cover

Air Force Capt. John Bader, a B-52 aircraft commander, explains some of the workings of the cockpit to Mark Olson, a NIMA-St. Louis employee. This was just one of many interactions between NIMA employees and customers sponsored by the InReach Program. This activity was sponsored by Geospatial Information and Services Office and NIMA's Air Force Customer Support Team. See story, page 4.

(Photo by John Rada)

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COMMAND POST

This month's issue of *The Edge* features the innovative InReach Program, designed to bring NIMA employees and customers closer together.

Recognizing the preeminent value we place on customer service, the InReach program creates opportunities for customer interaction with employees. InReach recognizes that enhancing mutual understanding is an important step toward achieving our first strategic goal, "Enhance information available to our customers." I urge each of you to take advantage of the opportunities afforded by this program.



This month's *Edge* also highlights the benefits of another opportunity for leadership and teamwork, the Combined Federal Campaign (CFC). Our colleagues, Mike and Jennifer Weingord, know from personal experience the meaning behind the CFC theme, "It All Comes Back to You." When you participate in the CFC, it all does come back to you and the people you want to help. It might be help to recover from a hurricane, treatment in dealing with an illness, or countless other kinds of support. Quietly, and often without public recognition, these agencies transform our lives at critical moments, when we most need assistance and have nowhere else to turn.

This year, some 2,800 organizations are participating in the CFC. Check your "Catalog of Caring" to find the agencies that mean the most to you. I want each and every member of this Agency to have a chance to participate. Your generosity will make a difference to our families, community, the nation and people around the world.

James C. King
James C. King

Lieutenant General, USA

InReach Program Celebrates First Year

by Muridith Winder

A program enhancing customer awareness among NIMA employees who normally have limited interaction with users is celebrating its first year in business.

The NIMA InReach Program brings agency personnel and customers together to exchange information, express opinions, share ideas and become "partners" by increasing mutual understanding.

"The program provides opportunities for employees to visit a wide variety of customer sites, and also invites customers to visit NIMA sites," said Penny Thornton, InReach program manager. "Those who had an opportunity over the past year to participate in the numerous InReach activities occurring throughout the agency know how worthwhile and interesting this program really is."

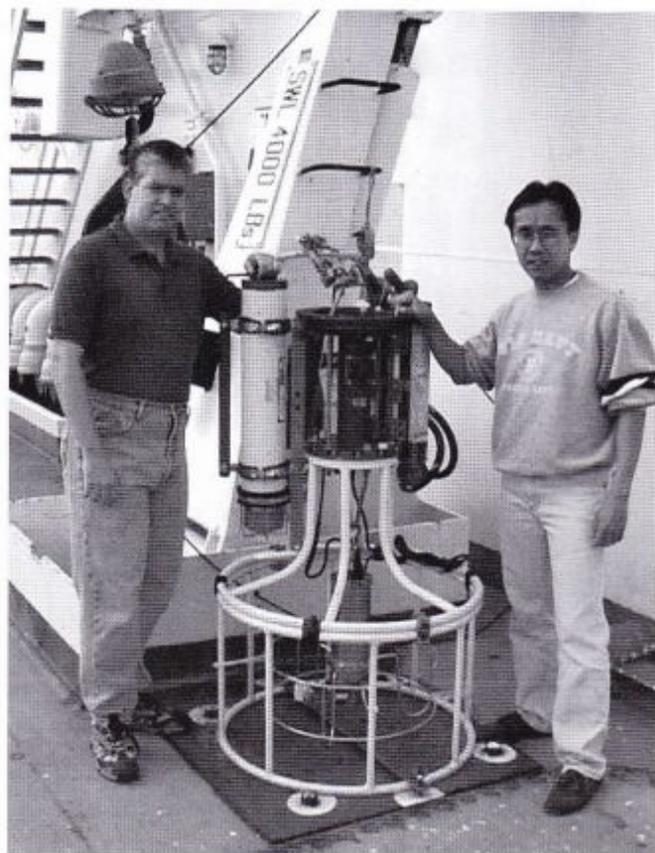
The InReach Program is designed to benefit both the customer and NIMA. Through interactions with NIMA employees, customers gain a better understanding of, and appreciation for, NIMA products, services, capabilities and future plans.

"Customer feedback is extremely useful to NIMA employees and leaves a lasting impression that inspires them to improve the utility of NIMA products," Thornton said. This feedback also motivates the NIMA workforce to take customer needs into consideration as they perform their daily duties.

Examples of fiscal 1999 InReach events include:

Visits to customer sites

- Employees were briefed and given a tour of Fort Bragg, N.C. While there, they visited XVIII Airborne Division Headquarters, Topographic Readiness Facility, Imagery Readiness Facility, 30th Engineer Battalion of the



David Farrington and Eric Li, Geospatial Information and Services Office, assisted in surveys aboard the USNS Henson.

20th Engineer Brigade. They observed a Rock Drill rehearsal and an airdrop training exercise. They discussed how NIMA data are used for the various missions.

- Employees toured the USNS Henson during a port visit to Alexandria, Va. The Henson is outfitted with two hydrographic survey launches for inshore hydrographic surveys and a hull-mounted multi-beam bathymetric survey system for deep bathymetric surveys. Several NIMA employees were aboard the ship and assisted in the surveys throughout the summer.
- Employees attended the Urban Warrior Conference at Camp Pendleton, Calif., where they received briefings on different phases of the Urban Warrior operation and the current use of NIMA products by the Marines. They also discussed the use of NIMA data and

toured the survey and topographic mapping facilities.

- St. Louis employees toured the Secret Service's local operations center. They were involved in the generation of products used to support the Secret Service during the Pope's visit to St. Louis last year. They observed security and emergency response planning operations and provided technical assistance regarding the use of NIMA products.

Visits to NIMA

- Navy Rear Adm. Thomas Steffens, Director of Intelligence and Information Operations Center for the U.S. Special Operations Command, spoke to 140 employees about his mission and the importance of NIMA products and services.
- Representatives of the Multinational Force and Observers-Sinai (MFO), Department of State, met with cartographers involved in the production of products over their region and discussed the MFO mission.
- Representatives from Roving Sands 99/Theater Missile Defense Initiative met with imagery and geospatial personnel supporting RS99/TMDI. They discussed Future Imagery Architecture capabilities, Tasking, Processing, Exploitation, and Dissemination (TPED) processes, and NIMA geospatial production activities.
- Navy Seahawk helicopter pilots from Patuxent River Naval Air Station, Patuxent, Md., were invited for a static display of their helicopter and to talk to employees about its mission and the NIMA products that the aircraft employs.

The InReach Program is managed from the Customer Support Integration and Assessments Division/Integration and Marketing Team with sponsorship of events from the various customer support teams and business units. Thornton solicits proposals for InReach activities and selects specific events that collectively provide a well-balanced program with broad appeal. Consideration also is given to the cost of each event, time away from work, target audience and location.

"Last year's events were planned with the intent of offering 'something for everyone,'" Thornton said.

Participation in the InReach Program is open to the entire NIMA workforce. Individuals are selected to participate in one of three ways: self-nomination for those events where larger numbers can attend (first come, first served); business unit selection; and event sponsor selection.



NIMA employees get a close look inside the bomb bay of a B-52 Stratofortress.

Supervisors and managers are responsible for approving selections. More external visits are planned for the fiscal 2000 InReach Program. These include more shipboard surveys, possible submarine rides and visits to research and development facilities. Also, various program managers of popular systems that NIMA support will be invited to speak to the workforce.

For more information on the InReach Program visit the InReach website found on the Customer Support homepage at <http://osis.nima.mil/coi/cohome/inreach.htm>. ❖

Critical Information and Infrastructure Protection Program Established

by John Iler

Since the demise of the Soviet Union and the Warsaw Pact, changing threats and balances in power have brought new concerns among Washington's policymakers. Now, instead of superpowers with nuclear weapons, new threats are emerging: nuclear, biological and chemical weapons in the hands of avowed terrorists and nations openly hostile to the United States.

Technology itself has become increasingly formidable as a weapon against computer systems safeguarding the nation's most valuable secrets.

"Terrorists have established a very high profile presence on the Internet and have begun to wage cyber-terrorism on the U.S.," said Darryl Johnson, acting chief of NIMA's Critical Information and Infrastructure Protection (CIIP) Program. And, he said, the threat is faced by financial institutions as well as Defense. "Foreign intelligence services," he said, "have shifted their collection activities from solely recruiting human assets to outright theft of information and technology."

At the behest of the National Security Council and the intelligence community, which identified major vulnerabilities in the nation's critical information infrastructure, a rash of measures were undertaken last year. Executive Order 1310, "Critical Infrastructure Protection and its Legacy Policies and Directives;" and PDD 67, "Enduring Constitutional Government," all were aimed at strengthening vital U.S. assets.

Responding to these measures, NIMA tasked the Plans, Programs and Analysis (PA) Office to create a "realistic and effective critical infrastructure protection plan." It would encompass



Darryl Johnson

Photo by John Iler

evolving DoD and intelligence community requirements for information assurance, infrastructure protection, critical-asset assurance, computer network defense and continuity of operations. The result was the Critical Information and Infrastructure Protection (CIIP) office in Mission Support (MSC).

"CIIP represents a fundamental change in the way our critical assets are identified and protected," Johnson explained. These assets include information systems, personnel, facilities, information "and their interdependencies—internal and external."

"It's vital that these assets be protected at all times, in peace, in crisis conditions and in the event of war," he said. "Traditionally, there were many offices responsible for each asset. The CIIP Program provides a centralized effort

to manage the identification, protection and assurance of these assets."

Does this mean all of NIMA's assets will fall under the purview of one organization?

"Not exactly under one organization," Johnson said. "The responsibility for the identification, protection, monitoring, assurance and, if necessary, reconstitution of NIMA's critical information infrastructure from both a cyber- and physical-asset perspective will be the responsibility of one organization—CIIP."

The centralized approach will concentrate on customer needs, analysis of the overall threat environment, critical-asset priorities and overall impact to NIMA's mission. Already, disaster

"CIIP represents a fundamental change in the way our critical assets are identified and protected."

recovery plans are in place at each NIMA site and business recovery plans for each NIMA office. Also, Information Assurance Vulnerability Alert, Information Operations Condition and Vulnerability Assessment and Assistance programs have been implemented, and systems administrator training is underway.

Currently, the CIIP staff is developing contingency plans for critical systems, restoration requirements for all mission-related systems and agreements with other DoD and Intelligence Community plans for critical structures.

"We've been very fortunate that NIMA leadership is very supportive of this program," Johnson said. "This is important because there's still a long way to go. The CIIP Program cannot be successful without a committed team effort to protect the agency's ability to support its customers during a national security emergency." ♦

Fire Drills: The Great Escape!

October 3-9 was Fire Prevention Week, not coincidentally the anniversary of the Great Chicago Fire that claimed more than 250 lives and destroyed 17,430 structures on Oct. 9, 1871.

This year's theme was "Fire Drills: The Great Escape!" According to safety officials, most fatal home fires occur at night while people are asleep. The number one cause of fatal home fires, resulting in an average of 850 deaths per year from 1992 through 1996, is smoking.

More than one quarter of home-fire deaths resulted from burns; seven out of 10 died from breathing toxic gases produced by fires. The most common of these are carbon monoxide, hydrogen cyanide, hydrogen chloride and carbon dioxide.

Don't wait to make a home escape plan. Draw a floor plan of your home, marking two ways out (including windows) of every room. Discuss the escape routes with every member of your household. Select an outdoor meeting place, preferably in front of your home, and tell everyone to meet there after they have escaped, so that you can tell the fire department if anyone is trapped inside. Remember to practice the plan.

Smoke detectors save lives so install at least one smoke detector on every floor of your home, and make sure every one recognizes the alarm's sound and knows what to do if they hear it. Test smoke detectors monthly and replace batteries annually.

Conduct a home fire drill twice a year. Make it realistic by pretending that some of the escape routes are blocked by smoke or fire and practice using alternative exits. Remember the more often children take part in home fire drills, the better they will be prepared for a real emergency.

Omnibus Contract Supports Operation Allied Force

by Don Kusturin

Recently, NIMA made use of the Omnibus contract for crisis support in Kosovo. The call came for the production of 20 one-degree cells of 1-meter Controlled Image base.

"This CIB initially was to be used by another contractor to produce Powerscene data sets in support of Operation Allied Force," said Mark Whitney, the CIB contract officer's representative. The data also were included as source for a "NIMA-In-A-Box" computer used in-theater (see July issue).

Prior to this task order, 1-meter CIB had been produced as small patches that rarely exceeded 1,000 square kilometers, he explained. This request would cover more than 176,400 square kilometers.

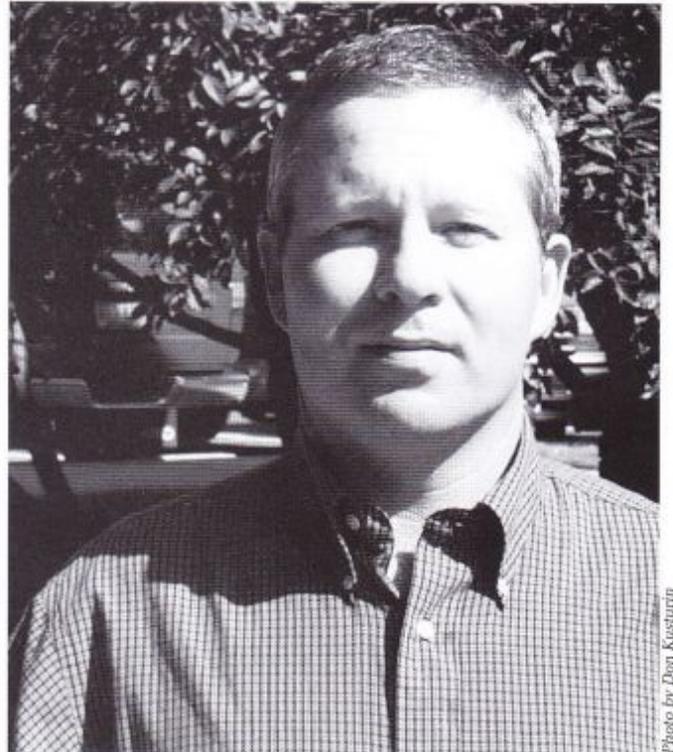
With NIMA employees performing onsite quality reviews, the Harris Corporation produced the full, 80 quarter cells, totaling 40 gigabytes of compressed data before the deadline.

The situation presented itself in areas where, due to cloud cover, geopositioned stereo sources were unavailable. In these areas, the decision was made to supply monoscopic sources in the hopes Harris could use them to fill in the "holes."

Areas where data don't align properly along image boundaries are known as shears. For this project, shears measuring as much as 1,500 meters developed at times along the mono/stereo borders. Through the efforts of Geoff Young, Greg Pieper, Robert Murr, Roy Weidle, Dave Rogers and Rick Dilley, technical problems were solved as they arose.

"In areas of flat terrain, mono source has been used successfully in the past to produce CIB," said Whitney. "This particular platform has some problems that make the source hard to use unless it's geopositioned."

In this case, the mono source was not geopositioned. NIMA was able to use the Front-



Mark Whitney

Photo by Don Kusturin

End Processing System to generate control points. These points were then supplied to

With NIMA employees performing onsite quality reviews, the Harris Corporation produced the full, 80 quarter cells, totaling 40 gigabytes of compressed data before the deadline.

Harris where they were used to correctly mosaic the mono source with the adjacent stereo source.

continued on page 25

Lenczowski, Gustin Receive 1998 Presidential Rank Awards

Roberta E. Lenczowski, deputy director for Operations, and Russell T. Gustin, associate deputy director for Systems and Technology, are the recent recipients of the 1998 Presidential Rank Meritorious Executive Award in the Senior Service.

Lenczowski was cited for exemplary leadership and persistence in advancing the objectives of NIMA.

Lenczowski was born in Oakland, Calif., and earned her classical bachelor of arts in philosophy from Creighton University in 1963, graduating *summa cum laude*. She completed degree requirements for a master of arts in philosophy from St. Louis University in 1970 and for a master of science in geodetic science from Washington University in 1981. In addition, she has fulfilled partial requirements toward a master of science in computer science from the University of Missouri, Rolla.

In November 1977, Lenczowski began her professional career with the Defense Mapping Agency (DMA). She was selected for the Senior Executive Service position of deputy director for the Reston Center in 1995. In July of that year, she was selected as DMA's director of Acquisition and Technology. In October

1996, she became associate deputy director for NIMA Operations. She was selected for her current position in August 1997.

Gustin was cited for sustained extraordinary accomplishments in management of programs of the U.S. government and for leadership exemplifying the highest standards of service to the public.

Gustin, a native of Mandan, N.D., earned a bachelor of science in economics from North Dakota State University in 1968 and his master of science in computer science from Washington University, St. Louis, Mo., in 1981. He began his government career in 1968 with DMA, later joining the ranks of the Senior Executive Service when appointed as chief, Digital Products Department, Reston Center, DMA. In October 1996, he was selected as chief of NIMA's Program, Planning and Integration Division (SEP). He became director, Resources and Programs Office, upon the realignment of the SEP. He was selected for his current position in October 1998. ❖



Roberta E. Lenczowski



Russell T. Gustin

NIMA Establishes Competitive Sourcing Program

by Joseph Russell

This is the first in a series of articles keeping the workforce informed about competitive sourcing initiatives at NIMA.

NIMA has developed a Competitive Sourcing Program. The primary focus is to achieve economy, enhance productivity and increase management focus on mission success through competition. This is not a new process, however. It dates back to 1955, when the Bureau of the Budget announced a national policy to rely on the private sector for goods and services whenever proper and economical to do so.

Simply put, competitive sourcing determines whether commercial activities should be performed in-house, by another federal agency through an interservice support agreement, or by the private sector. The process considers both efficiency and cost-effectiveness factors in determining the appropriate mix of public and private services to perform the function.

The Office of Management and Budget (OMB) sets forth federal policy and procedures under OMB Circular A-76 for determining whether activities conducting govern-

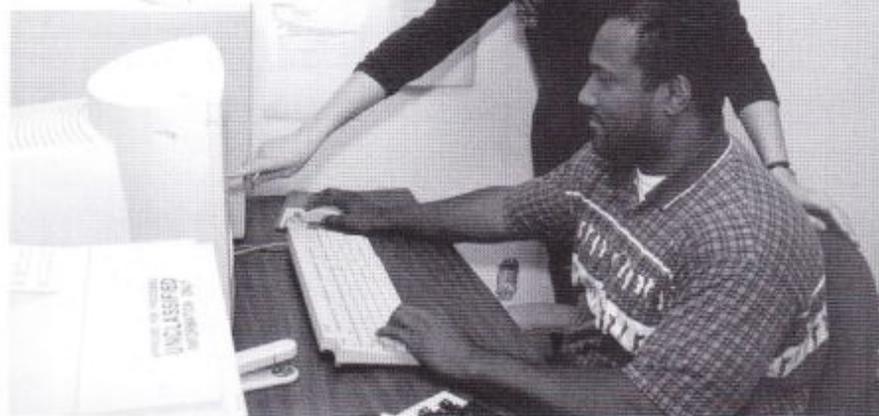


Photo by John Iler

Stacy Whitney and Wilton Downs, field service technicians with Kajax Engineering, Inc., Arlington, Va., are familiar faces to many of Bethesda's computer users. They are just two of the hundreds of contractors working for NIMA.

ment business will be performed by federal employees or private contractors. Those activities can be divided into three categories: a commercial activity, subject to competition;

"A-76 is designed to enhance federal performance through competition and choice, seek the most cost-effective means of obtaining commercial products and support services, and provide new administrative flexibility in agency decisions to convert to or from in-house to contract work."

a commercial activity, exempt from competition; and inherently governmental functions that must remain a government activity.

"A-76 is designed to enhance federal performance through competition and choice, seek the most cost-effective means of obtaining commercial products and support services, and provide new administrative flexibility in agency decisions to convert to or from in-house to contract work," said Clay Ancell, Director of the Commercial Office. The goal of A-76 is not to "contract-out," but to ensure a fair and reasonable approach for determining the appropriate mix of public and private services to perform a given function.

Prior to 1995, government won about 50 percent of the competitive studies. Since 1995, however, that number has decreased to 40 percent.

Seven-Step A-76 Process

The A-76 cost competition process generally takes 18-24 months to complete and involves seven steps (see inset). The OMB Cost Competition Process was developed, Ancell said, to create a fair method for allowing government personnel who are performing services to compete on an equal basis with the private sector. "Personnel are allowed, and encouraged, to participate in defining the Performance Work Statement (PWS) which outlines all work to be performed in the functions being studied," he explained. The PWS is used to develop what's called a Most Efficient Organization (MEO).

"The MEO is used to compare contractor bids to the optimum in-house operation," Ancell said. "The contractor's bid must show a savings of at least 10 percent of personnel costs or \$10 million over the performance period, or it remains in-house."

NIMA Initiates A-76 Studies

This year, NIMA initiated two formal A-76 studies.

The first, the Information Technology Study, was expanded to cover all information technology infrastructure activities performed throughout the agency. It will focus on system engineering services; application development services; application maintenance services; data communications services; desktop end-user device services; help desk

services; operations center services; and voice/video communications services. The expansion included the systems engineering functions previously identified as architectural and engineering services. The study is scheduled for completion in fiscal 2002.

The second is the Information Services Study. It will focus on all NIMA replication, research, and visual information services functions. This includes the duplication of digital products and information, printing press operation, and remote reproduction services. Research includes all library assistance services and

Seven-Step A-76 Process

1. A congressional notification is required before starting cost studies involving 20 or more civilian employees.
2. A Performance Work Statement (PWS) establishes what work must be accomplished to successfully deliver the required level of service.
3. A management study is performed to analyze the existing organization and operations under study to identify improvements and adjust their resources so that the organization that is evaluated in the PWS is considered to be the Most Efficient Organization (MEO) for purposes of comparison to the private sector.
4. Solicitation for bids or proposals from private industry. The solicitation for offers provides for a common standard of performance upon which to base a fair comparison of government and contract costs for performing the same work.
5. An in-house cost estimate is independently calculated to cover the costs that NIMA will incur to operate the Most Efficient Organization. Costs NIMA would incur to convert to contract are also calculated.
6. After selecting the contractor using a Best Value determination, the cost of contracting is compared with the Most Efficient in-house (government) operating costs to see if it meets the 10 percent or \$10 million savings across the contract period.
7. Results of the cost comparison are announced and subjected to a review that allows the affected parties (employees, unions, and contractors) to examine the decision documents and appeal portions not appearing to be in accordance with the OMB A-76 rules and costing procedures.

access to materials in NIMA libraries. Visual information services include the production of videos, special displays, briefing aids and photography. Contract support will be used to perform the studies following a two-phased approach. In Phase 1, contractors will analyze all positions under a function, both government- and contractor-performed. The analysis will consist of data collection, development of a work breakdown structure and benchmarking.

In Phase 2, the service level-based PWS will be developed

Continued on page 22

NIMA Employees Receive Intelligence Community Awards

At a quarterly Intelligence Community Awards ceremony on August 20, Director of Central Intelligence George Tenet recognized six NIMA employees for their distinguished service to the U.S. Intelligence Community mission.

Claire S. Nobles, a senior imagery analyst with the Korea Team, was awarded the National Intelligence Certificate of Distinction. Nobles' efforts have, Tenet said, provided a "textbook example of how an analyst in tune with the important policy issues of the day can have a profound impact on the foreign policy of the U.S. Government."

Hythia D. Young, former deputy director of Human Resources, received the National Intelligence Medal of Achievement. She distinguished herself through "exemplary service," Tenet said, by providing "expert human resources advice and guidance to senior leaders as the Community prepared for the establishment of the National Imagery and Mapping Agency." Young co-led the initiative to design an integrated human resources system for NIMA.

Air Force Brig. Gen. Arthur D. Sikes Jr., received the National Intelligence Distinguished Service Medal. Now retired, Sikes was director, Customer Support Office. He

was cited for "superior leadership, innovative focus on the customer and legacy of timely, relevant support to all levels of the Intelligence Community during his 30-year Air Force career."

Stephen G. Roberts, former director, National Imagery and Geospatial Policy Office, received the National Intelligence Distinguished Service Medal. Roberts was recognized for leading the imagery and geospatial policy community through major policy changes in the areas of declassification, imagery derived products, decompartmentation, community forums and foreign intelligence relationships.

Mark S. Bloomfield and **Roger K. Oleson** received the National Intelligence Meritorious Unit Citation for their work on the Papal Visit Support Team, which supported the pope's visit to St. Louis, Mo., last year. Bloomfield and Oleson, of the Geospatial Information and Services Office, were recognized for their performance as geospatial analysts working in the NIMA Prototype Facility and NIMA Production Cell. They applied the Compact Disk PhotoMap process to combine imagery and vector data for use by the Secret Service. ♦

Interactive Phone Service Adds Benefits

If you're a DoD Cadre employee and have a question about employee benefits and services, help is only a phone call away. Just dial 1-800-777-6104 and select Option 5. There you'll find information on a host of services, including:

The Thrift Savings Plan (TSP). The TSP function allows employees to obtain information in areas such as eligibility requirements, open seasons, TSP loans, interfund transfers, fund withdrawals, and cancellations. Employees also may also use this option to obtain forms and booklets from our automated fax service.

Federal Employee Health Benefits (FEHB). Employees can learn about open season dates and initiate a change in their FEHB plan by completing the required form they request from the automated fax service.

Federal Employees' Group Life Insurance (FEGLI). The FEGLI function allows employees to listen to voiced scripts pertaining to coverage information and obtain forms through the automated fax service.

Continued on page 19

Hospitalized Crumpton Receives Distinguished Civilian Service Medal

Darryl Crumpton, associate director of NIMA's Contract Production Division (DO/GI), entered Fairfax County Hospital on May 17 for bypass heart surgery.

Prior to the time Crumpton was at the Fairfax hospital, he was nominated and approved to receive the Distinguished Civilian Service Medal, the highest award a DoD civilian could receive. Learning that Crumpton planned to move to a hospital in St. Louis, Clay Ancell, director of the Commercial Office (OC), made arrangements for the NIMA Senior Leadership Group to present the award to Crumpton in the hospital the day he left for St. Louis.

Throughout Crumpton's recovery, both Darryl and his wife, Marilyn, received tremendous support from friends such as Clay Ancell and his wife, Kay.

"Darryl has been making very good progress since arriving St. Louis," Ancell said. "Each day, he shows signs of improvement." ❖



Darryl Crumpton



The Senior Leadership Group (l-r): Lt. Gen. James C. King; NIMA Deputy Director Leo Hazlewood; Roberta Lenczowski, deputy director for Operations; Russell T. Gustin, associate deputy director for Systems and Technology; Andrew Deranger, deputy General Counsel; Curt Ward, deputy director of the Geospatial Information and Services Office; and Kay and Clay Ancell.

PeopleSoft Implementation at NIMA Shows Partnership in Action

by Susan Meisner
Human Resources Office

If one thing has been key to the National Security Agency's success in implementing PeopleSoft, says Bill Buzard, deputy program manager for implementation at NSA, it's the strong partnership among three intelligence agencies—the Defense Intelligence Agency (DIA), NSA and NIMA. “Also,” he adds, “with our PeopleSoft contractors outside of government.”

All three agencies worked together and laid the groundwork for the Intelligence Community.

Sarah Shamlal, senior consultant, Federal Professional Services Group at PeopleSoft, Inc., worked with all three agencies as they implemented PeopleSoft. She said NIMA's implementation entailed special challenges.

“Most agencies just implement PeopleSoft,” she said. “But NIMA was also reengineering its processes. That added a lot of complexity, and the physical separation of St. Louis and Bethesda required extensive coordination efforts.”

New HR Resources Information System

PeopleSoft is NIMA's new human resources information system and is an industry leader in its field. It was one of many commercial systems NIMA evaluated to automate and consolidate the agency's legacy systems. According to Mark Shelberg, NIMA's PeopleSoft technical lead, the new system is nothing short of a “change from the '70s-era computer environment to a modern, client-server interface.”



Mark Shelberg

Photo by John Iler

So, what will that mean to NIMA? Although NIMA completed its first payroll using PeopleSoft in August, that work, Shelberg said, was largely behind the scenes. Leave and Earnings Statements didn't change and the migration to PeopleSoft was transparent to employees.

“It'll take a year or two to really have an impact on employees at large,” Shelberg said. The initial operating capability put PeopleSoft on the desks of NIMA's administrative officers and human resources staff, he added, but employees eventually will have access via kiosk workstations. This will allow them to make changes in benefits, addresses and other personnel changes.

Eventually, PeopleSoft will provide forms electronically.

“As the *WORKFORCE21* processes mature and PeopleSoft becomes an easily accessible desktop tool, we will eliminate the paper processes and streamline wherever possible,” Shelberg said.

Eliminating Paper

"Our intent," said Shelberg, "is to eliminate paper and do things electronically and online to increase functionality for employees. We are doing our best in following the roadmap to success based on PeopleSoft's guidance and other agencies' experience in rolling these functions out."

So what's in place now? "We are processing personnel actions and generating SF50s, 'Notifications of Personnel Action,' in PeopleSoft instead of DCPDS (Defense Civilian Personnel Data System)," said Barbara Paulus, chief of NIMA's Human Resource Service Delivery Branch in St. Louis. "Input is simpler and more streamlined."

PeopleSoft is now the system of record for NIMA cadre employees. The database also includes basic personnel and position data for NIMA's military personnel. NIMA will incorporate CIA affiliate data in PeopleSoft for information and reporting purposes before the end of this calendar year. Legacy systems, however, will still be responsible for paying both affiliate and military personnel.

Administrative officers can now directly request position and personnel actions in PeopleSoft from their desks. Although in the interim, they must notify approving officials and Human Resources of pending actions via phone or e-mail, automatic workflow will eventually further automate the process.

The workflow process will allow administrative officers to move work through the approval process—through supervisory approval and signature to human resources and back—online, and without paper.

According to Sue Crone, an administrative officer in Geospatial Information and Services, "PeopleSoft is great! We have access to a lot of data we didn't have before. We maintained 10 different databases in GI—awards, contact information, billet numbers—to run reports.

That information is now all in one place and all of our administrative officers have access to it. We were also doing manual personnel actions. PeopleSoft has a lot of capabilities for us."

PeopleSoft's graphic user interface is easy for operators to use, said Buzard. "It doesn't require a tremendous amount of training, and many of its functions are intuitive," she said. Users can customize their workspace, creating "favorites" much as you would on Internet browser software. The biggest benefit, she said, is that new people come up-to-speed more quickly than with the old character-based systems.

Easier access to reports is another benefit. Where St. Louis centrally generated reports for all of HR in the past, "human resource advisors can now query the system for much of what they need," Shelberg said. "Future upgrades to

PeopleSoft is now the system of record for NIMA cadre employees. ... NIMA will incorporate CIA affiliate data in PeopleSoft for information and reporting

PeopleSoft will provide even more report capability."

As with other aspects of *Workforce21*, the team working on PeopleSoft is multi-disciplined. Although most of the team is from Human Resources, Mark Shelberg, the technical lead, is a systems engineer from the Systems and Technology (ST) Directorate.

PeopleSoft is a commercial product. Although NIMA and the rest of the Intelligence Community are using a federal version of the software, technicians must adapt the product to the agencies' unique human resource processes.

Continued on page 17

Balancing Work and Family Demands

The Employee Assistance Program Can Help

Balancing the demands of work and personal lives can, at times, pose challenges resulting in problems at work, within the family or other aspects of your personal life. When these challenges begin to be overwhelming, the NIMA Employee Assistance Program (EAP) can discreetly help.

"NIMA employees can be assured that going to the EAP and using its confidential services for personal or workplace problems does not adversely affect their clearance status," said Dottie Garrison, of NIMA's Personnel Security office, "unless they make statements threatening national security or their own or others' safety."

Counselors thoroughly review confidentiality issues with employees before the first consultation begins.

"The NIMA EAP is available whenever an employee or family member has a problem of any kind," said Mike Nash, an EAP consultant with COPE, Inc. EAP services are free to all NIMA employees and immediate family members. They can help with workplace difficulties, job pressures, feelings of grief and loss, stress, family or couple relationship concerns, drug and alcohol abuse, legal concerns and financial problems.

The EAP, Nash said, offers confidential problem assessment by professionally trained counselors with many years of experience. "These consultations are usually face-to-face, but can be



Michael Nash, director of EAP Services in Bethesda, and Denise Haak, an EAP specialist, are just two of the Cope, Inc., staff ready to help the NIMA workforce.

conducted by telephone for reasons of urgency or convenience," he added. The counselor can help employees develop practical, problem-solving strategies while offering referral services when longer-term solutions are needed.

"Our counselors have extensive experience helping people understand their options and how to most effectively access their medical insurance benefits, community programs and other professional resources," Nash said. "We urge NIMA employees to call EAP as soon as they realize they have a problem that requires help. Together, the individual and counselor can collaborate to create a plan of action that leads to problem resolution."

Participation with the EAP is voluntary and participants always maintain the right to decide whether to use the recommendations developed from EAP consultations. EAP also offers assistance to NIMA managers, supervisors and team

Photo by John Iler

leaders through a variety of services such as consulting on managing workplace changes, crisis intervention for grief and loss, and help with improving communication for workplace relationships.

"Managers also have used EAP to design programs and training to assist their efforts in managing specific workplace issues," Nash said.

NIMA East employees can meet with EAP counselors at the Bethesda and Reston centers, or at private offices in the Washington, D.C. metropolitan area. NIMA Employee Assistance Program East, provided by Cope, Inc., can be reached by calling (301) 227-5187 or TTY (301) 227-5189, between 7:30 a.m. and 4:30

p.m., weekdays. For EAP assistance in crisis situations, after regular working hours or during weekends or holidays, counselors are available at (202) 628-5100 or 1-800-247-3054. "After hours, crisis callers should tell the operator it's an emergency," Nash said, "and a counselor will respond immediately."



Barbara Paulus (right), an EAP specialist in St. Louis, meets with employees and helps them work through problems. EAP service is available 24 hours a day, either in person or by phone.

COPE, Inc., also has a new Internet web site, at <http://www.cope-inc.com>.

In the St. Louis area, NIMA DoD employees can contact the EAP by calling (314) 263-4848. CIA affiliated employees can contact the CIA EAP by calling (703)-482-4357. ❖

continued from page 15

"Since we started working together in September 1997, all three agencies have learned a tremendous amount about each other's personnel processes," said Karyn McCubbin, DIA's functional lead for PeopleSoft implementation. "To implement a common DoD Intelligence Community human resources management system baseline, we had to understand our current business processes and standardize them wherever feasible. We can work together to fix infrastructure problems and problem-solve."

Sheila Nelson-Westbrook, chief of NIMA's Human Resource Systems Management Branch, and her staff worked to implement the PeopleSoft adaptations and to populate the databases. "The best news is—it works!"

she said. "PeopleSoft does exactly what it's supposed to do. It's given us a lot of job satisfaction to see the outcome of all our hard work—real people using the system."

Members of Barbara Paulus' human resource service delivery staff extensively tested each piece of the PeopleSoft process. "We developed 41 scripts covering 88 natures of action, such as promotion or reassignment)," Paulus said.

"NIMA has been a great customer to work with," Shamlal said. "It's great to see all those meetings and all that work coming together — future enhancements such as employee self-service and [automatic] workflow will be the 'icing on the cake.'"

Pentagon Operations Center Relocates

by Benjamin F. Crew Jr.

The NIMA Operations Center-Pentagon (NOC-P), a part of the agency's Office of Imagery Analysis, celebrated its move to the historic headquarters of the Department of Defense with a gala ribbon cutting ceremony Aug. 3, hosted by its division chief, Roy M. Downey.

The principal speaker at the event was NIMA Director Lt. Gen. James C. King, a former Director of Intelligence (J2) to the Chairman of the Joint Chiefs of Staff. Also in attendance were Louis Andre, special assistant to (and representing) the current J2, Navy Rear Adm. Lowell E. "Jake" Jacoby and other senior members of the J2 Staff.

"The portion of the Pentagon now completing its renovation was supposed to be completed in April 1996," said Downey. "So this move has been a long time in coming." The expanded workspaces and new equipment, he added, will enable NOC-P to produce not only more, but higher quality imagery intelligence for its customers. Even though a number of cutting edge



Roy Downey, chief of the NOC-P, welcomes Lt. Gen. King and other dignitaries to the new facilities in the Pentagon.

information technology systems were still being brought on line, and some imagery analysts were deployed to another location, NOC-P personnel already had begun producing imagery intelligence in the new facility as of July 19, the day the move began.

Downey said NOC-P, also known as the Joint Military Operations Division, "has a long and proud tradition of professional excellence and support to the National Command Authority,

the Joint Staff, the National and Defense Intelligence Communities, to the Unified Commands, and to the Services." Established in the Pentagon as a division of the Defense Intelligence Agency's (DIA) Intelligence Production Directorate (DB) 22 years ago, it provides near real-time imagery support to the J2 and his staff. "It was originally known as DB5F," Downey said. "And it's gone through many name changes during its existence, but its mission has always been the same." He



NIMA Director Lt. Gen. James C. King presents the Director's Coin Awards to (l-r): Jim Heskett, Robert Paglinawan, Hank Drews and Ken Delaney for their efforts during NOC-P's relocation.

described NOC-P as a "close-knit team of intelligence professionals, dedicated to their unique mission and proud of their dual association with both NIMA and the National Military Joint Intelligence Center," J2's national military intelligence watch office. "NOC-P has ably supported every U.S. military operation since it was established, winning high praise from consecutive J2s and the Commands, as well as a variety of unit and individual awards," he said.

The expanded workspaces and new equipment...will enable NOC-P to produce not only more, but higher quality imagery intelligence for its customers.

The NOC-P staff is comprised of NIMA employees on rotation from various directorates and offices and representing many occupations. They're made up of NIMA cadre and affiliate civilians and members of the military services. Each of NOC-P's two branches is augmented by contractors and military reservists on extended active duty, and by a geospatial specialist working to integrate geospatial information with their imagery analysis to produce more precise and practical data.

"When the new, state of the art, softcopy imagery exploitation, production and dissemination hardware and software suite is fully operational," Downey said, "the NOC-P will be the premier imagery analysis office in the U.S. Intelligence Community."

During the ceremony introductions, Downey recognized two members of the original DB5F—Art Gomes, NIMA Customer Support Office representative to the J2; and Clarence "Bud" Sligh, chief of the "A" Branch. "If there is a better imagery analysis organization in the community," Andre said, "I don't know where it is." King then praised the professionalism, dedication and energy of the NOC-P employees. He also praised the successful completion of the move and called it "a case study in how these things are done right."

"NOC-P is a success," said Downey. "And it's one that can only be achieved through dedica-

tion, professionalism, and most of all, teamwork."

After the ribbon cutting, King presented the NIMA Director's coin award for excellence to the four members of the NOC-P team who were most responsible for the success of the move: Jim Heskett, NOC-P's senior intelligence officer; Robert "Pag" Paglinawan, GSI contractor and NOC-P operational support officer; Hank Drews, SAIC contractor and automation information systems engineer; and Ken Delany, an SRA contractor responsible for the internal systems architecture of the new facility.

Following the ceremony, King toured the new spaces, stopping to visit with various members of the team and seeing a demonstration of NIMA's Integrated Exploitation Capability hardware and software suite. ❖

Phone Service

continued from page 12

Retirement. The retirement module allows employees to obtain general information about retirement eligibility for both the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS), as well as access retirement application forms directly from the automated fax service.

Voluntary Leave Transfer Program. Callers can learn about the Voluntary Leave Transfer Program and initiate an application to become a leave recipient or a leave donor and obtain forms from the automated fax service.

All five options allow employees to speak directly with a benefits counselor during the call. For the hearing impaired, information is available from printed brochures and pamphlets or via the Internet. Key web sites include: TSP Information, <http://www.tsp.gov>; Health Insurance, <http://www.opm.gov/insure/index.html>; Life Insurance, <http://www.opm.gov/insure/life/index.htm>; and Retirement, <http://www.opm.gov/retire/index.htm>.

NIMA Y2K Production Tests Underway

by Adam Veracka

As part of NIMA's Y2K Program, more than 200 systems have been evaluated in preparation for the 2000 date rollover. Some have required replacement by newer systems; others simply were upgraded. But no system is certified as Y2K compliant until it's been tested in a stand-alone mode.

Tom Earley, special assistant to the Director for Year 2000 (SAY2K), said another important part of the Y2K program involves the testing of systems in an end-to-end scenario, where an actual product is produced.

"The End-to-End tests give us the means to run through the production process to make sure our systems properly interface in a Y2K environment," he said. These tests, he added, are known as NIMA-Centric End-to-End Demonstrations. "They are particularly important for the agency to evaluate its ability to create a standard product. This will ensure that we can support our customers after the year 2000 date rollover."

Three Phases

The Demonstrations are comprised of the Geospatial Production, Command Imagery and National Imagery phases. Beverlee Bollinger, who works on the Y2K program in

St. Louis, describes the focus of the tests.

"We're testing the system interfaces in normal production processes as much as possible with systems that allow for the date to be rolled over to year 2000," she said. These systems were determined by the mission critical products the NIMA Operations



Directorate (DO) wanted produced.

The Geospatial Production Phase began in April and will run until October. On April 19, the *Notice to Mariners* became the first product to be involved in the End-to-End demonstrations. The production included the interfacing of four systems: Navigation Safety System (NSS), Hydrographic Source Assessment System, Data Capture and Finishing Envi-

ronment, and the Global Maritime Distress Safety System.

"The test not only was successful," Bollinger said, "it actually provided the added benefit of allowing for the newly developed NSS to prove its operability in a production environment."

Great Way to Begin

Becky Garling, of the SAY2K staff, is the Geospatial Phase point of contact with Bollinger. "Successfully completing that first test was a great way to begin the demonstrations that will be running for the rest of the summer and into the fall," she said. "We have 16 products scheduled to be tested in the Geospatial Phase alone with another eight in the command and national phases." The Command Phase successfully completed during the week of July 12 through 16 and the National Phase was conducted in August.

As with all parts of the NIMA Y2K program, the NIMA Centric tests have been a team effort. Each of the three phases is represented by teams of NIMA employees and contractors. Several hundred personnel representing the products, systems and facilities used in the tests have taken part in the demonstrations.

"Everyone's done a great job with their individual pieces of the puzzle," Bollinger said. "The representatives of all organizations, systems and

products involved have shown dedicated professionalism, from creating and refining the detailed demonstration plans through the execution of the demos now underway. Every-

one involved should be proud of their contributions and accomplishments resulting in a job well done."

The NIMA Centric End-to-End tests will reduce the risks

associated with the 2000 date rollover and provide the agency affirmation that our mission critical products will continue to be produced in 2000 and beyond. ❖

Personally Preparing for Y2K

by Adam Veracka
Office of Special Assistant, Y2K

When the clock strikes midnight on Dec. 31, we will celebrate not only a new year, but a new century and a new millennium.

But will the so-called Y2K millennium bug quash the merrymaking? It certainly has the potential to adversely affect many computers and computerized systems, some of which could impact our daily lives. The answer largely depends on how much a given government—be it a country, state, province or municipality—has invested in Y2K preparation. In the United States, it will probably depend on the state, county and city you live in and, in many cases, even what block you live on.

When it comes to the Y2K bug, the bottom line is that there are a lot of unknowns and variances of potential effects when the date changes to 2000. With less than three months left until the fateful date, it's a fair guess that most,

if not all of us, are aware that the Y2K millennium bug may cause some computer systems and databases to misread the last two digits "00" to mean 1900, or perhaps not read the date at all. The potential exists for anything from major, widespread shutdowns to localized glitches and inconveniences.

John Koskinen, chairman of the President's Council on Year 2000 Conversion, promised the

"We need every state and local government, every business, large and small, to work with us to make sure that [the] Y2K computer bug will be remembered as the last headache of the 20th century, not the first crisis of the 21st."

President Clinton

federal government will be ready. And President Clinton, in his State of the Union Address last January, declared, "We need every state and local government, every business, large and small, to work with us to make sure that [the] Y2K computer bug will be remembered as the last headache of

the 20th century, not the first crisis of the 21st." Many state officials also say they will be ready. Maryland Gov. Parris Glendening stated his commitment "to making the story of January 1st a total 'nonevent'—not a story of major problems." Virginia and Missouri officials expressed similar sentiments.

The commitments made by private businesses, government agencies and public utilities have been positive and confident, yet tempered with notes of my-systems-will-be-okay-but-I'm-worried-about-the-other-guy's-systems. Both Prince Georges's County, Md., and the District of Columbia had late starts in addressing the Y2K issue, but both governments report that they will be ready with only

minor inconveniences.

Although individual citizens are helpless in actually fixing government and industry Y2K problems, they can take steps in being prepared.

The Federal Emergency Management Agency (FEMA) advises people to prepare for

Continued on Page 22

continued from page 11

to guide the management plan in developing the in-house costs and to establish the private sector solicitation. The management plan for a MEO will identify the number of commercial activity positions within the function being studied.

"At that time," Ancell said, "we will eliminate an appropriate number of positions from further study if they are determined to be inherently governmental, critical to

national security or out of the scope of the functions defined in the study." The MEO will serve as the baseline for all subsequent actions during the A-76 cost comparison process. Employees who are affected will be formally notified at that time.

In addition to the two A-76 studies, NIMA currently is performing business case analyses on the remaining functions scheduled for completion in fiscal 2002, with

plans to accelerate the completion of all resulting studies in fiscal 2001. Those functions include facilities maintenance and construction and management support. ♦

Next issue: Laws, regulations and policies affecting competitive sourcing.

The MEO will serve as the baseline for all subsequent actions during the A-76 cost comparison process. Employees who are affected will be formally notified at that time.

Personally Preparing for Y2K

continued from page 21

the Year 2000 date rollover as they would for a winter storm. The President's Council on Year 2000 Conversion offers similar guidance. It is "always smart to be prepared for the possibility that anything—from inclement weather to Y2K failures—could temporarily disrupt services at any time."

The American Red Cross acknowledges that no one can be certain of what will happen with Y2K, so it's developed a checklist of recommendations to prepare for any possible disruptions. The Red Cross website points out that in some localities, electrical power, telephone systems, even

traffic signals may be disrupted—and that being prepared is good sense and easy to do. Other valuable websites include FEMA, the California Governor's Office of Emergency Services and the Montgomery County, Maryland Home Guide Emergency Preparedness. These sites are all available through the NIMA OSIS Y2K Website or at the following:

American Red Cross – <http://www.redcross.org/disaster/safety/y2k.html>; California Governor's Office of Emergency Services – <http://www.oes.ca.gov>; FEMA – <http://www.fema.gov/y2k/bltn03.htm>; and Montgomery County Maryland Home Guide

to Emergency Preparedness – <http://www.co.mo.md.us/Year>

Because it's impossible to accurately predict exactly what impact the Year 2000 date rollover will actually have, now is the time to act.

Note: As reported in previous issues, NIMA has made Y2K a top priority and is confident there will not be any problems; however, the agency is prepared with contingency plans in the event there are unforeseen Y2K-related problems.

Scurry Receives Community Service Award

by James Mohan

This year's recipient of the St. Louis Black Employment Program Council's Community Service Award said he was surprised when he heard his name announced at the group's annual awards banquet.

"There were so many others who I thought were more deserving, I just felt it was an honor to be nominated," said David Scurry, a Mission Support representative at NIMA's St. Louis location.

Those who know Scurry say its just another example of his characteristic modesty when it comes to talking about himself or his accomplishments. But perhaps those in the best position to judge his worthiness for the honor would be the hundreds of children he has helped and mentored over the years through his work with the YMCA of Greater St. Louis and the Midwestern Association of Tennis Charities, Inc. (MATCH).

Scurry has been both a YMCA coach and referee and also served as president of the organization's youth sports program.

He acknowledged that his initial involvement with the YMCA youth sports began quite by accident.

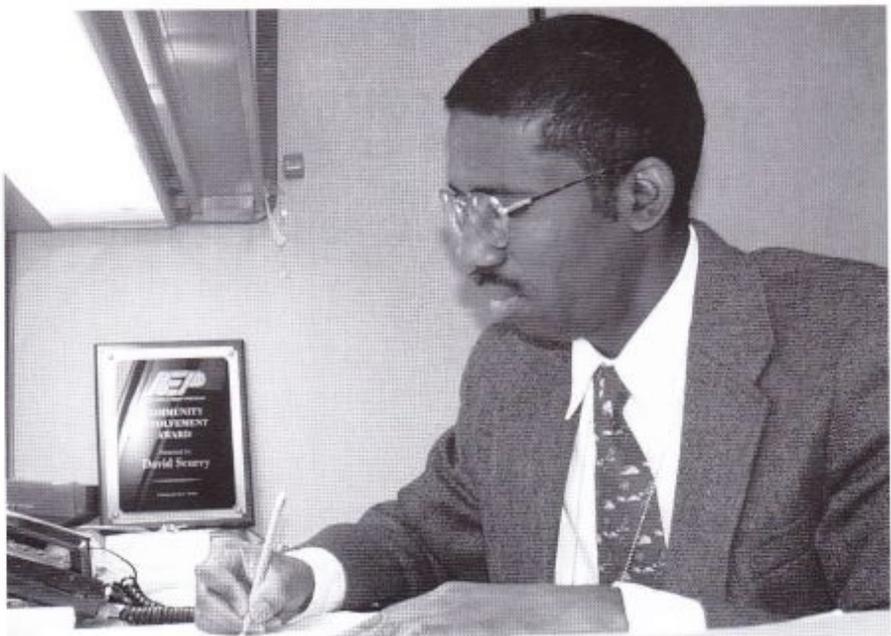
"A referee didn't show up one day for my daughter's basketball game, so I was asked to fill in," he

said. "I thought that would be the end of it. Later, because there was shortage of coaches, someone asked me to fill in until they got someone else. But they never did, so my involvement with the YMCA youth sports program grew."

Scurry has been a volunteer basketball coach for more than 10 years, sometimes handling three teams per session. He also designed and modified basketball rules for the "Y" and helped train other referees.

In addition to teaching tennis skills, instructors also are role models and surrogate parents, teaching kids to avoid drugs, respect each other, value the importance of families and appreciate the value of staying in school.

Scurry served on the board of directors of MATCH for more than 10 years and was a coach/instructor, helping to organize inter-club play and tournaments.



David Scurry

While president of the YMCA youth sports program committee, Scurry organized fund-raisers and created, modified and revised rules for soccer, baseball, tennis and T-Ball programs. But he says his most important role as president was making sure that all children had an equal chance to participate on the sports teams.

As a member of MATCH, an outreach program for African-American inner city youth, Scurry helps provide free tennis lessons to children. But the organization's main focus is towards inner city children.

But seeing the children succeed at tennis is not what gives Scurry his biggest thrill.

"To me the most important thing is how it builds the kids' confidence," he said. "I take the greatest pride in the fact that more than 70 percent of the kids make the honor roll."

When asked why he stays so heavily involved in the "Y" and MATCH programs, Scurry just shrugs. "Once you get in, you can't leave. But I guess the real reason I stay is the enjoyment I receive from watching the kids develop." ♦

Arctic IDPs Released to Help in Global Warming Research

by Paul Hurlburt

Global warming research got a boost with the release of 59 imagery-derived products (IDPs) of the North Polar ice cap.

At the request of the National Science Foundation (NSF), NIMA Director Lt. Gen. James C. King in July authorized the

the challenge of global warming," he said.

The release of the IDPs supports the Surface Heat Budget of the Arctic (SHEBA) research program, which is jointly sponsored by the United States, Canada and Japan.

The IDPs are derived from imagery collected for SHEBA, with the sponsorship of the

non-image data collected during an expedition to the Arctic that SHEBA sponsored. A Canadian icebreaker was deliberately trapped in Arctic ice for a full year in 1997 and 1998, drifting 1,500 miles with the shifting ice.

During the expedition, more than 100 scientists took measurements of the atmosphere, ocean and ice. Preliminary findings show that the Arctic ice sheet is roughly 5 percent smaller and one meter thinner than in the 1970s.

SHEBA scientists will use the NIMA IDPs, in conjunction with data gathered on the ice, to develop a better understanding of changes in the ice surface and the relationship to global warming.

"By working in partnership, our intelligence and scientific communities are advancing vital research that will help us understand, and meet, critical challenges like global warming," Gore said.

The IDPs are being made available to the public through the EROS Data Center in Sioux Falls, S.D.

A sample of the IDPs is available on the National Snow and Ice Data Center's Web site at <http://www-nsidc.colorado.edu/TEST/NTM/>. The White House statement on the release of the IDPs can be found at <http://164.214.2.59/publications/arctice.html/>.



Canadian icebreaker deliberately trapped in Arctic ice.

release of the IDPs. Announcing the release Aug. 2 during a program at the National Geographic Society, Vice President Al Gore said the IDPs would be used by scientists to better understand the interaction between the polar ice caps and global warming.

"By making these satellite images available to the scientific community, we take another step toward meeting

Director of Central Intelligence's Environmental Center (DEC).

"The support provided to SHEBA is consistent with U.S. National Space Policy," said Robert Allen Weber, NIMA's Director of National Imagery and Geospatial Policy. "It's an example of using national reconnaissance for scientific purposes."

The NSF will incorporate the IDPs into a much larger set of

Mulkey Receives Community Education Council Award

by James Mohan

NIMA employee Michael Mulkey was recently honored by the St. Louis public schools for his work with NIMA's



Photo by Jim Mohan

Michael Mulkey

computer donation program and support to Sigel Elementary School.

Mulkey, who works for Mission Support, received the Community Education Council Award for Extraordinary Effort from Marlene E. Davis, president of the St. Louis Board of Education, at a recent special banquet recognizing individuals and organizations for contributions to the success of the city schools.

"It was a real honor to be recognized," Mulkey said, adding that his handiwork not only had a strong impact on Sigel school, but the community.

"The computers we donated to Sigel not only benefit the teachers and students and the computer lab, but they're also used by adult members of the neighborhood to develop computer skills," he said. "It's great knowing that I had a part in keeping the computers working and helping these folks."

At present, NIMA computers have been placed at more than 15 schools throughout the St. Louis area. He says NIMA involvement with schools runs the gamut from simply providing computers, to assisting NIMA's partnership schools in setting up and maintaining their computer systems with excess equipment and parts. ❖

Omnibus Contract

continued from page 8

Another challenge arose in the delivery of the source material to the contractor.

"Ideally, all of the source required to produce a project is delivered prior to the start of the project. DTED is normally supplied to the contractors on CD-ROM," said Whitney. "When this project was started, three cells of DTED2 were in the last stages of production at Bethesda. Harris had been given a priority order for CIB production, and these cells were scheduled to be produced last."

Once the DTED2 cells were completed, instead of wasting time delivering the information on CD via overnight courier, NIMA used the Internet's File Transfer Protocol (FTP). Eric Schwarz and

Jim Bellenger (ST) loaded the data to a read-only FTP site and Harris was able to

download the information in less than two hours.

As each CIB cell was produced, it was shipped directly to Cambridge Research Associates for conversion into Powerscene data sets. Once the entire area was completed, the data was added to NIMA's product library and made available to the agency's customers.

Using the Omnibus contract to tailor the requirements enhanced the creation and delivery of this geospatial information to NIMA's customers.

The teaming process worked so well, Harris has nominated some of NIMA's team for an award presented by the contractor.

The Gift That Came Back—As a Little Girl

by Paul Hurlburt

“It All Comes Back to You,” is the theme of the 1999 Combined Federal Campaign (CFC) and one that hits home for Michael Weingord.

A geospatial integration adviser with Geospatial Information and Services (GI) in Bethesda, Weingord has changed the way he makes his selection for donations.



Jennifer, Molly, Sam and Michael—a family who's seen the CFC come back to them.

“I used to select groups [in the CFC] that I admired or thought were doing good things,” he

said. “Now I’ve moved Children’s Hospital to the top of my CFC contributions list.”

Mike and his wife, Jennifer, whom he met while she worked at the credit union, were anticipating the birth of their first child, Molly. Through a prenatal diagnosis—a sonogram—they learned their daughter had a congenital diaphragmatic hernia.

“It’s essentially a tear in the diaphragm which separates the chest cavity from the abdominal cavity,” Mike explained. “Since Molly’s stomach had shifted into her chest cavity, there was a danger that her lungs would not develop during the critical third trimester.”

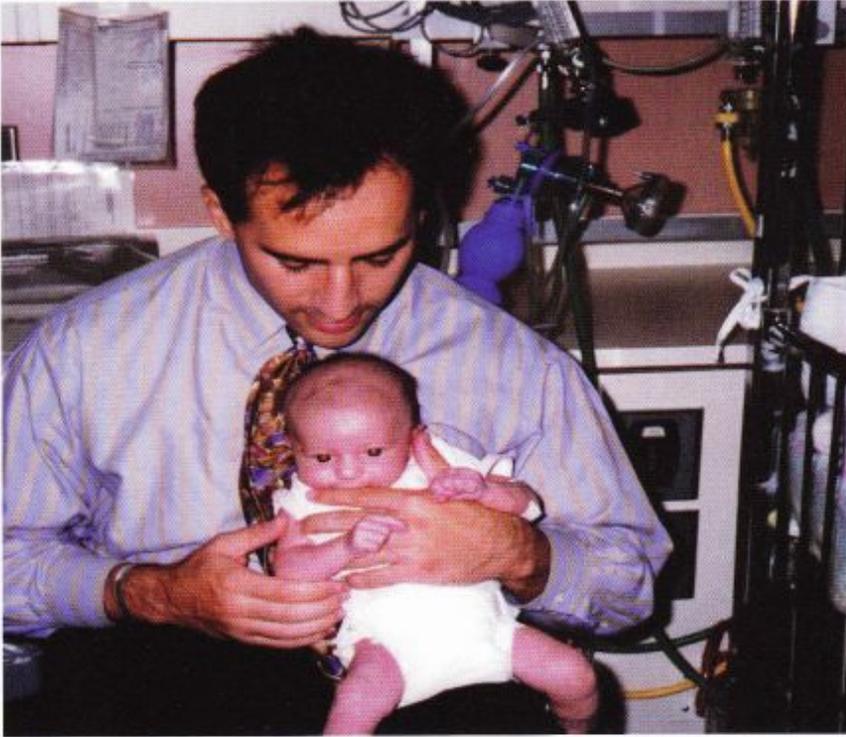
Immediately, Jennifer’s doctor put the

Weingords in touch with Children’s Hospital, where they consulted with geneticists, neonatal specialists and surgeons.

“The staff at Children’s realized we were going through a very traumatic experience during what should have been the happiest time of our lives,” Mike said. “They went out of their way to provide us with all of the details necessary for us to make informed decisions.”

After it was determined that surgery was required, Mike and Jennifer visited the Neonatal Intensive Care Unit (NICU) at the hospital. There they saw another

child on a life support system—one similar to the type their daughter would likely end up on.



Mike with his daughter, Molly, shortly after her birth in 1995. Two years later, thanks to the folks at Children's Hospital, Molly was given a clean bill of health.

When Molly was born, an emergency transport team rushed her to surgery at Children's Hospital. About 36 hours later, when Molly's condition was stabilized, the surgeons operated on Molly and the defect was repaired.

During the following month that the Weingords "camped out" at their daughter's bedside, they came to be part of the Children's Hospital family.

"The nurses who worked 12-hour shifts and sometimes longer are doing some of the most important jobs in the world," Mike said. "They comforted us during the difficult days and shared our joy on the better days."

After a month, the Weingords took Molly home. Two years later, and after several follow-ups, she was given a clean bill of health and was told there would be no more required visits.

Molly celebrates her fourth birthday this month.

"We are forever grateful to the wonderful miracle that the folks at Children's Hospital performed," Mike said.

Now Sam, a healthy 2-year-old, is a member of the family, and life has returned to its normal rhythm.

But for the Weingords, Children's Hospital is always in their thoughts.

"We saw 'crack babies' you could hold in the palm of your hand," Mike said. When the alarms go off, it's "Code Blue," and the staff rushes in with a crash cart to resuscitate a stricken child. "They got the crash cart for Molly a couple of times," Mike said.

"Children's Hospital gave us our beautiful daughter, who brings us joy every day," Jennifer said.

The Weingords want to make sure that Children's Hospital is there when needed. And, thanks to the CFC, hundreds of agencies are there when needed. ❖

Think Ability

Leadership
WORKFORCE 21

Career Development
Promotions

NIDAA
National Disability Awareness Month
October 1999