

Surf 'n' Turf

Hydrographic/Topographic Center
 Defense Mapping Agency
 January/February 1994



SURF 'N' TURF

Vol. 8, No. 12 Washington, D.C. 27 February 1991

George F. Lumley
 Appointed New
 Director For LUO

Cruz Garcia Appointed
 Chief of External Recruitment
 And Examining

Mr. Cruz Garcia has been selected
 to succeed Mr. Robert H. Smith,
 Chief of External Recruitment.



SURF 'N' TURF

Published by and for Personnel of the
 DMA Hydrographic/Topographic Center

Vol. 1, No. 1 Washington, D.C. 29 September 1978

OUTLINE!
 Page 3

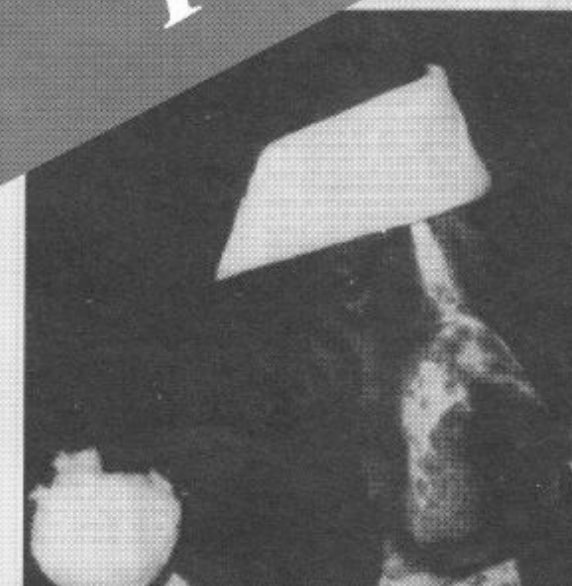
Surf 'n' Turf
 Vol. 11, No. 2
 April 1989

Coming next issue

'Leggo my Leggo!'

Mail services operating under new contractor

...distribution and messenger services for the
 Hydrographic/Topographic Center, Defense Mapping
 Agency Headquarters, and all DMA components are
 being handled by 2000 Company of Cambridge,
 ... under DMA contract.
 ... total base price of the contract is \$1.3 million.
 It starts this office March 1 and runs through
 ... 2000. The contract has five one-year options
 ... can be exercised at the end of the regular contract
 ...
 ... is important that people realize that mail services
 ... provided by a contractor, ... and Geographic
 ... results of DMAS/TC's Administration and Com-
 ... munication Office, the contracting officer's technical
 ... assistance (COTA). The contractor can perform
 ... these services called for within the scope of the
 ... act.
 ... the past, some government employees at DMA
 ... would collect mail from postboxes to which
 ... their packages and letters, and make other spe-
 ... cific. These types of personnel services are
 ... current, and will not be performed by the
 ... contractor and technical letter
 ... by others will continue to be
 ... address. Mr. Donald will be
 ... one with mail or delivery
 ... as the contractor
 ... by contract.



we are one

The DMA
Hydrographic/Topographic Center

Final Issue

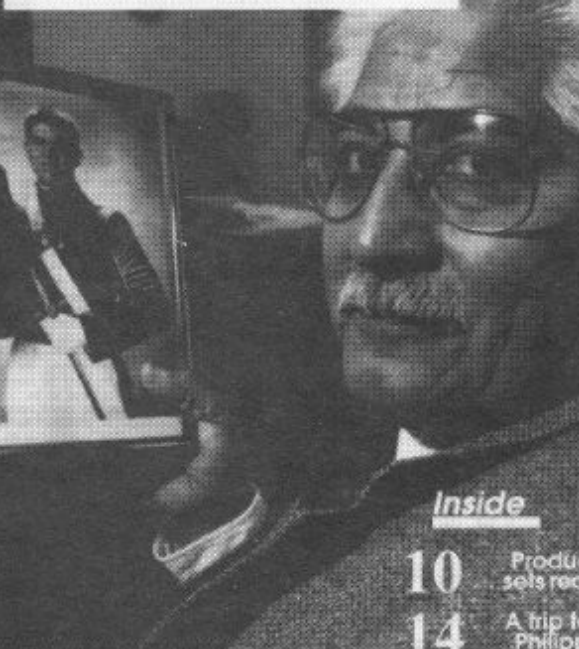
December 1993

... holiday season!

Best
 wishes
 for the
 new
 year!

Surf 'n' Turf

FAR FROM HOME — pages 6 & 7



Inside

- 10 Product sets rec...
- 14 A trip to Phillip...

Hotline, fea...
 and m...

We Map and Chart the World

Message from the editor

Times are changing

This is the final issue of HTC's *Surf 'n' Turf*. For more than 15 years, *Surf 'n' Turf* has been a reliable communications vehicle, spotlighting the center, employee and agency activities. But, times are a changing.

Why this change?

DMA component public affairs offices have traditionally published the component newspapers or newsletters. In all, there were five of these authorized publications, often printing similar agency-specific information.

This summer, component public affairs offices were consolidated under public affairs at DMA Headquarters, which was renamed Office of Command Information. The merger will more efficiently meet work-force information needs through two regional divisions — the East Division, which includes Louisville Office employees, located here and the West Division in St. Louis.

With the consolidation and as funding constraints continued to tighten, it made sense to unite these publications. Printing costs could be decreased, redundancy virtually eliminated and personnel resources better used by producing two regional employee publications dedicated to serving their geographical areas.

The *Surf 'n' Turf* readership will continue to receive a monthly publication. It will encompass a larger circulation and reporting area, balancing the news to include DMA Headquarters, Combat Support Center, Reston Center and Systems Center activities in the east region. The publication will serve as a "link" connecting the agency and east region employees and members of the Louisville Office.

Readers will have the opportunity to learn more about what goes on at other facilities in this region and discover how they all fit together to help make the agency the success that it is.

You can also expect that this "link" will be a reliable information source, providing the same quality articles you are accustomed to seeing in *Surf 'n' Turf*.

For the last 19 months, it has been a great pleasure to serve as editor of HTC's *Surf 'n' Turf*. I have appreciated your interest and support and have welcomed your comments. I feel certain that you will enjoy the new regional publication and greet it with enthusiasm.— *Kathleen A. Neary*

Inside

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- 9 HTC exceeds 1993 CFC goals.
- 11 Sections for LTFT Training announced.
- 13 Consolidated PMRS replaced by STARS.

About the cover

Surf 'n' Turf made its debut on Sept. 29, 1978 and has since undergone various design changes featured on the cover of its final issue. *Surf 'n' Turf* was developed to serve employees of the Hydrographic and the Topographic centers when the two merged Sept. 18, 1978, forming HTC. Cover design by Shirley Jenkins, Command Information East, publications group.

Surf 'n' Turf

Vol. 16 No. 1
January/February 1994

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Deputy Director for

Command Information Dave Black

Component Relations & Information

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Editor Kathleen A. Neary

Photography Visual Presentations Team

Surf 'n' Turf is an authorized newspaper published monthly in the interest of Hydrographic/Topographic Center personnel at the Defense Mapping Agency. Opinions and commentary expressed in *Surf 'n' Turf* are not necessarily those of the Defense Mapping Agency or the Department of Defense. Send communications to: Editor, Defense Mapping Agency, Command Information East Division, 4600 Sangamore Road, Mail Stop D-36, Bethesda, MD 20816-5003. Telephone (301) 227-3892 or DSN 287-3892.

We Map and Chart the World

Printing and distribution— first step to re-engineering approved

As part of agency streamlining initiatives, the first step in the re-engineering of printing and distribution has been approved by Defense Mapping Agency Director Air Force Maj. Gen. Raymund E. O'Mara.

In a Jan. 7 announcement, the director approved a DMA Printing and Distribution Study Team's recommendation to develop a plan to consolidate the management of DMA's printing and distribution operations. Additionally, the director approved the recommendation to develop a detailed action plan for the collocation of DMA's printing and distribution operations in a new facility to be built in the St. Louis area by 1998.

Shortly after the director's announcement was made, personnel from HTC's Graphic Arts Department and CSC were personally informed of the director's decision during a joint announcement made by HTC Director William N. Hogan and Combat Support Center Director Navy Capt. Craig Peterson in the CSC cafeteria.

The six-month team study indicated that significant customer service improvements were achievable through re-engineering management consolidation and collocation of the printing and distribution operations.

As a first step in the process, CSC will lead the team to develop a concept of operations for the consolidated management of printing and

distribution. Included in the concept plan will be a new organizational structure, recommendations on the level at which the new organization should be managed and the civilian versus military mix of management. The concept of operations plan is scheduled for presentation to the director by Mar. 1.

Concurrent to the operational concept development, the team will also take the lead in developing a detailed action plan for the re-engineering and collocation of DMA printing and distribution operations in the St. Louis area. The plan is to be ready for review in August when a final decision on implementation will be made.

To assist CSC, the headquarters staff and production centers will make necessary resources and expertise available to form a temporary Reorganization Planning Team. Oversight will be provided by a headquarters-led printing and distribution steering committee with membership from the senior staff.

In a letter to employees, the director indicated that at this preliminary stage of planning, the agency is not in a position to identify specific individuals who will be affected. The goal will be to achieve manpower reductions through employee attrition, duty station transfers and retirements. Another key element to the plan will be to afford affected permanent employees every permissible placement opportunity at other locations, both within DMA and elsewhere.

Development of plan for closing Louisville Office begins

The Director of the Defense Mapping Agency, Air Force Maj. Gen. Raymund E. O'Mara, has announced the development of a plan to close DMA's Louisville (Ky.) Office by the end of fiscal year 1994.

The action plan will refine the costs associated with the closure and assure there are no legal, regulatory or environmental impediments to the initiative. The final decision on closure will be made at the completion of the plan development in late February or early March.

In a letter to concerned congressional delegations, Gen. O'Mara said, "fiscal constraints require DMA to streamline its operations to ensure that we produce the highest possible volume of mapping, charting and geodetic information required to sustain the operational readiness of our nation's fighting forces."

Radical changes in operations are mandated by recent DoD-directed end-strength reductions of approximately 1,500 positions in

DMA through 1999. To meet these reductions, the agency must consolidate into its primary production facilities to cut overhead and increase efficiencies.

Some 253 civilians are currently employed in permanent, full-time positions at Louisville. When implemented, the affected permanent employees will be afforded every permissible placement opportunity at other locations both within DMA and elsewhere.

HTC connects with the community

HTC's Equal Employment Opportunity Advisory Committee has established a Partners in Education Program between the center and the District's West Elementary School. Located 20 miles south of HTC at 14th and Farragut streets, West Elementary offers a science-oriented curriculum and has a student body of 450 pre-kindergarten through 6th grade. West Elementary was identified by the DC Public School coordinator as a needy partnership candidate.

The partnership was made official Nov. 18. On behalf of the HTC director William N. Hogan, James Johnson, chief, Mapping and Charting Department, and the school's principal Dr. Mildred Musgrove signed the agreement. HTC's Paula Bell, EEOAC chairperson and Kevin Hayes, chairperson, Partners in Education Subcommittee, also attended the ceremony adding their signatures to the agreement along with Gloria Downs, West Elementary

School teacher and Meloney Scott, a 6th grader who represented the student body, .

The partnership was initiated under the center's EEOAC Charter to establish a liaison between DMA personnel and an elementary school with the intent of contributing essential skills to the school. The Declaration of Partnership states that the center has pledged "to work together to promote school-community relations, to improve the education and citizenship of our youth and to provide positive role models and opportunities that will be of mutual benefit to all participants."

Led by MC's Kevin Hayes, the EEOAC subcommittee of Lynn Hall and Jaime Veracka, MC; John Lanier and Mayra Brousseau, Graphic Arts Department; Bruce Patterson and Don Ianbenet, Scientific Data Department; Marc Hunter, Craig White, Fred Wolke and Eva Collazo, Digital Products Department; L.J. Roberts and Eugene Whittington, Programs,

Productions and Operations Directorate, conducted the initial research, developing a solid foundation for the center's partnership program.

The subcommittee is responsible for organizing and coordinating volunteers to work with the school's steering committee to meet their needs. Introductory presentations, map-making contests, a cartographic bulletin board, faculty staff tour of HTC and grocery store receipts collection are just some of the planned activities. Other projects are being developed, and the subcommittee welcomes suggestions.

In early December, 11 employees visited West Elementary School, meeting in small groups with the entire 4th through 6th grades. Employees shared with the students their personal history, duties and reasons for joining DMA and answered a variety of questions. Scheduled to return to the school in late January, 14 employees will meet with the pre-kindergarten through 3rd graders.

The partnership benefits students by giving them positive role models, a better awareness of career options, an emphasis on the importance of reading, writing and math skills and augmentation of those skills along with an improved self-image and motivation. Employees will benefit through the positive community involvement, self-satisfaction and job enrichment.

Employees wishing to volunteer to join the center's partnership with West Elementary School may do so and will be notified of opportunities and sign-up information. For additional details, employees may also contact one of the EEOAC subcommittee members.



From left, MC's James Johnson, on behalf of the HTC director, signs the Partnership in Education agreement between HTC and West Elementary. To his left, Gloria Downs, West Elementary teacher and partnership program director; Meloney Scott, 6th grader at West Elementary; MC's Kevin Hayes, chairperson, Partners in Education Subcommittee; SD's Paula Bell, EEOAC chairperson; and Dr. Mildred Musgrove, principal, West Elementary, participate in the signing ceremony.



Director's Corner

William N. Hogan
Director

Difficult decisions being made

This is the final issue of *Surf 'n' Turf* and my last opportunity to speak to you from this column. Rest assured, however, that HTC will continue to receive full representation in upcoming issues of the DMA regional publication.

Let me take this opportunity, then, to extend my appreciation and that of so many HTC employees and family members to the superb Command Information staff for their outstanding work on *Surf 'n' Turf* over the years. *Surf 'n' Turf* has been keeping us informed and entertained for the last 15 years and has done so admirably. Again, many thanks to the current staff as well as to those who have served in the past years.

It's unfortunate that our final issue must cover some unpleasant topics, but nonetheless, we must. As has been announced, DMA will undergo some dramatic and significant changes in the near and not too distant future.

Mandated reductions to end strength allowances of approximately 1,500 positions by 1999, and the need to increase efficiencies in the production of mapping, charting and geodetic products has necessitated these changes. The director, Air Force Maj. Gen. Raymund E. O'Mara, has announced the development of a plan to close the Louisville Office by the end of FY94. Following legal, regulatory and environmental reviews, the final closure decision is expected in late February or early March. Over 250 civilians currently employed at LU will be affected. When implemented, they will be afforded every permissible placement opportunity here in Washington and elsewhere.

Additionally, work is underway to develop recommendations on the consolidation of the management of DMA's printing and distribution

operations. A similar action plan will address consolidating printing and distribution from Philadelphia, St. Louis, Brookmont and Riverdale, Md., to a new site to be built in the St. Louis area by 1998.

These are difficult decisions, to be sure, but they are not being made without the full consideration of the welfare of the people who serve the agency. Though reductions may be necessary, DMA's leadership is committed to its work force and will make every effort to retrain employees and re-engineer positions to afford all continued membership in the DMA community. We must work together as a team to address these many concerns and develop viable solutions.

I pledge my complete support in every way possible to assist those affected in easing the pain caused by these reductions and relocations. I have met with all of you recently and have a renewed appreciation for the difficulties brought on by these initiatives.

Our HR staff will join me in rendering any assistance necessary to reduce your personal turmoil. Use the help that is available and don't be reluctant to ask for more if needed. This is our commitment to each of you. YOU are HTC, and deserving of nothing less than our fullest support. Each of us must live up to our standard and continually demonstrate the essence of Pride, Respect and Confidence.

Peeler selected as president of carto commission



Reston Center Director Paul L. Peeler speaks to the PAIGH general assembly for the first time as the president of the Commission on Cartography.

Paul L. Peeler Jr., director of the Reston Center, has been elected president of the Commission on Cartography at the Pan American Institute of Geography and History's (PAIGH) XV General Assembly held in San Jose, Costa Rica.

A professional organization operating under the auspices of the Organization of American States, PAIGH is composed of 21 member states. Nineteen member states attended the XV General Assembly. Cuba and Haiti were absent.

Peeler began the four-year term as president of the Commission on Cartography in November. As president, he will review, approve and oversee the work of all committees and working groups throughout the Americas.

These committees and working groups work to advance mapping, charting and geodesy. They are composed of representatives of member states and meet yearly in various countries to address common problems.

Peeler has held numerous positions within the organization, serving from 1984 to 1987 as chairman of the Aeronautical Charts Working Group.

Peeler will continue to serve as the U.S. representative of the Commission on Cartography, an office he has held since 1989. In this position he oversees the activities of seven committees and three working groups composed of representatives of Latin America.

by Geneva Hargett, public affairs specialist, Command Information East Division

News Briefs

Director approves moves

The DMA director has approved the reassignment of four senior executives.

Lon M. Smith, director of Aerospace Center, will move to the retitled position of assistant deputy director for Advanced Weapons Systems, HQ DMA Plans and Requirements Directorate, succeeding Robert N. Smith who moves from the currently named position of assistant deputy director for Advanced Systems Requirements, HQ DMA PR, to the position of chief, Digital Products

Department, AC. William J. Brown will move from deputy director for AC's Directorate of Programs, Production and Operations to the AC director's position. Brown's former position will be retitled as deputy director/deputy director for Production at AC and will be assigned to Harold W. Madison, currently DP chief for AC.

The reassignments are subject to approval by the Office of the Secretary of Defense.

WTC moves

The Washington Training Center is moving from its Naval Observatory location in

Washington to Erskine Hall in Bethesda. WTC and the Career Resources Center will be located on the 5th floor adjacent to the Erskine Hall Cafeteria. Officials report that the move is expected to be complete the first week of February.

DMA gets new comptroller

W. Douglas Smith has been selected for the Senior Executive Service position of comptroller, replacing John R. Vaughn who retires this month.

Smith is currently the deputy comptroller and chief of the

IAG meeting emphasizes change

Geodetic networks are moving from traditional triangulation networks to those established by the Global Positioning System. The days of isolated regional datums are coming to an end, and geocentric datums, particularly the GRS 80 Reference, will probably be adopted universally and soon.

This conclusion was drawn by most participants of the International Association of Geodesy's general meeting held last August in Beijing, China. The technical program mostly addressed gravity, theoretical geodesy and global geodynamics topics. Sessions devoted to sea level variation, geodetic networks and the development of geodetic positioning methods and equipment were of great interest to hydrographers.

DMA's Dr. Muneendra Kumar, physical scientist, Development Group, Warrior Support Division, attended the conference.

During the meeting, it was reported that DMA is working toward the development of a common international vertical datum. That need was discussed in length by the study group of the Geodetic Aspects of the Law of the Sea. While an international geoidal datum may be established, it appears that the problems in reaching agreements on the definition of the low water datum will still remain. The overall trends in mean sea level rise continue to be the subject for considerable conjecture.

Submitted by Jeanne Liu, cartographer and country (China) specialist in the Scientific Data Department.

resource management division, Office of the Comptroller. Smith develops and defends the DMA budget, represents DMA to Congress on resource management matters, recommends resource allocations and priorities, directs the activities of component resource management offices, sets financial policy and monitors financial performance. He was promoted to the SES at DMA in his current position in 1986. Prior to joining DMA, Smith served as the budget officer for the Defense Communications Agency. Smith's selection is subject to approval by the Office of the Secretary of Defense.

Call for softball

A DMA women's softball team is forming. For more information, contact Jodi Stiefvater at (301) 227-3515 or 227-3516.

Deceased

Frank T. Nicoletti

DMA retired cartographer and Kensington, Md., resident Frank T. Nicoletti, 74, died of a heart attack Nov. 24. Originally a Pennsylvania native, Nicoletti graduated from what is now Slippery Rock University in Slippery Rock, Pa., and received his master's degree in

geography at the University of Pennsylvania. He joined the Army Map Service, a DMA predecessor, in 1948 after serving as a navigator in the Army Air Force during World War II. Nicoletti retired in 1977. Survivors include his wife of 48 years, Grace J. Nicoletti of Kensington, two children, a sister and a brother.

Eugene P. McHale

Former DMA photographer Eugene P. McHale, 61, died of lung cancer Nov. 24 at Bethesda Naval Hospital. The Falls Church, Va., resident joined DMA as a photographer after retiring from

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CFC raises nearly \$34 mil

Federal workers raised nearly \$34 million for this year's Combined Federal Campaign, reported Jonathan Silver to attendees of the 1993 CFC Rally for Victory Dec. 15 in Washington. The assistant deputy secretary for the Department of Commerce and CFC spokesman said this year was the most successful in the CFC's 29-year history with a total exceeding last year's contributions by more than \$1 million.

DMA wins CFC Chairman's Cup

For the second time in a row DMA has won the Combined Federal Campaign's Chairman's Cup for best campaign for a small federal agency. The cup was presented to DMA at the December CFC Report Meeting and Rally for Victory in the Herbert Clark Hoover Auditorium of the Department of Commerce. Last year, DMA was the first DoD organization to receive the prestigious award.

DMA Chief of Staff Navy Capt. Lawrence W. Urbik, Air Force Maj. Helen Jones, the

agency's campaign manager, and Mort Labovitz, DMA's CFC vice-chairman, accepted the 1993 trophy for Air Force Maj. Gen. Raymond E. O'Mara, DMA's director and CFC chairman. Urbik promised to make it a "three-peat" in 1994.

DMA also qualified for the Winner's Circle Award by exceeding last year's contributions by more than 10 percent. The agency surpassed its 1993 goal of \$401.615 by a healthy 3 percent, according Jones. The average employee contribution of \$161 is a \$16 increase over the previous year and more than \$34 over the DoD average this year, she reported.

Of the 2,573 employees participating, 73 percent elected to contribute through payroll deduction. The average cash gift was \$48. There were 225 employees who contributed at least 1 percent of their salary which qualified them for eagle awards.

The Rally for Victory also recognized the 1993 communications contest winners for the CFC National Capital Area. DMA's Office of Command Information East Division won awards for Best Front Page Coverage, Best Feature Story featuring an employee, Best Feature Story featuring a voluntary agency that benefits from the CFC and Best Audio-Visual Presentation.



Claiming the CFC Chairman's Cup on behalf of the DMA director are Air Force Maj. Helen Jones, DMA campaign manager; Mort Labovitz, CFC vice-chairman for DMA, and DMA Chief of Staff Navy Capt. Lawrence W. Urbik.

Center goes over the top for CFC

"It's an honor to serve with all of you who care so much for your fellow man and country," said William N. Hogan at the Combined Federal Campaign victory rally. During the rally wrapping up the nine-week campaign, Hogan and U.S. Sen. Paul Sarbanes, Md., applauded the efforts of center employees for making it happen.

At the start of the campaign there was speculation as to whether the center could meet its ambitious goals, said Hogan. Even though it appeared federal employees would not receive any salary adjustment for the year, HTC employees still exceeded the center's 1993 CFC goal.

With 100 fewer people than last year, the center raised more than \$170,000 for the 2,000 plus CFC-supported charities and met its 65 percent participation goal. This year, center employees earned 115 eagle awards, an award presented to employees who pledge 1 percent of their salary.

The bottom line was need, Hogan said, and HTC employees answered the call. He also gave special credit to the organizational teamwork of CFC co-chairs Mary Irvin and L.J. Roberts, the 12 team captains and 120 key workers for a successful campaign.

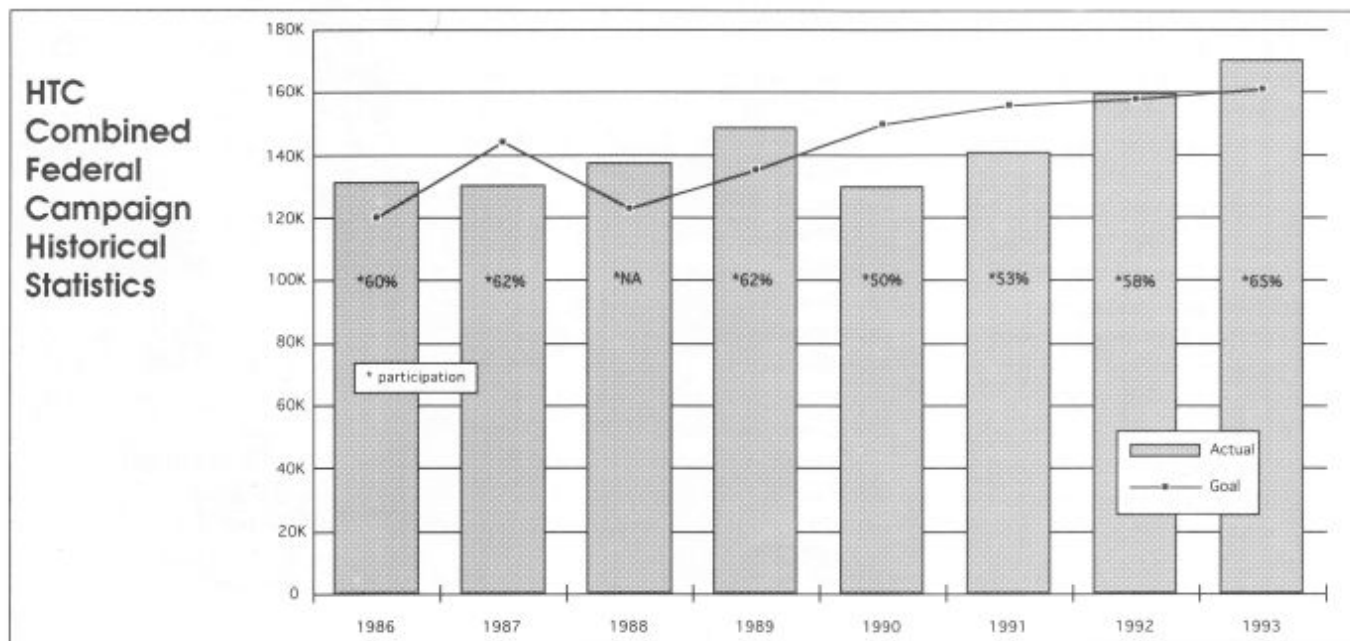
This year's achievement is a testament to the commitment and generosity of HTC members, said Sarbanes. The U.S. senator helped launch the campaign's October kick off, returning in December to commend the HTC team at the victory rally.



From left, L.J. Roberts and Mary Irvin, the center's CFC co-chairs, are congratulated by U.S. Sen. Paul Sarbanes, Md., and William N. Hogan, HTC director.



At right, U.S. Sen. Paul Sarbanes, Md., visits with employees at the center's CFC victory rally.



News Briefs

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the Navy in 1969. He served in the Korean War and was a naval photographer at the Naval Photographic Center in Washington before leaving active duty. McHale went to work for the National Oceanic and Atmospheric Administration in 1980. He worked there until his death. He is survived by his wife of 37 years, Deirdre McHale of Falls Church, three children, and two brothers.

Correction

On page eight of the December issue of Surf 'n' Turf, Security Officer Thomas Clinton, who was pictured loading his weapon, was identified incorrectly. We regret any inconvenience this error may have caused.

Deming dies at 93

Dr. W. Edwards Deming, 93, died from cancer over the Christmas holiday at his Bethesda, Md., home. Deming, the renowned quality guru, led Japan out of the ashes of World War II to become an industrial super-power.

Always insisting that it was cheaper to do something right the first time and considered god-like in Japan, he was the namesake of the "Deming Prize," a coveted international award of quality, production and management.

HTC felt Deming's impact with the initiation of Quality Circles back in the 1980s. The Deming Bead Experiment is still performed periodically by the Quality Improvement Office.

Books and video tapes featuring Deming are available from QI by calling X73630.

Brown to direct Aerospace Center

Air Force Maj. Gen. Raymund E. O'Mara, DMA director, has selected William J. Brown as director of the Aerospace Center in St. Louis, succeeding Lon M. Smith, who returns to Washington as the assistant deputy director for Advanced Weapon Systems at Headquarters Plans and Requirements Directorate.

Appointed to the Senior Executive Service in 1982, Smith was named the first civilian director of AC in January 1993. Smith, who was honored with a Presidential Meritorious Executive Rank Award in 1991, has served a number of DMA leadership roles including director of Systems Center, deputy director of Research and Engineering at DMA Headquarters and technical director here.

Brown has served as AC's deputy director/deputy director for Production since February 1993. He is a native of Kansas City and earned his bachelor of science in mathematics from Kansas State University at Manhattan. He also attended the Federal Executive Institute at Charlottesville, Va. Brown was appointed to the Senior Executive Service in 1987 and was awarded the Presidential Meritorious Executive Rank Award in 1992.

Beginning his federal career as a cartographer in 1962 at AC when it was known as the U.S. Air Force Aeronautical Chart and Information Center, Brown rose through the ranks to become division chief in the Scientific Data Department in 1976.

Brown moved to DMA headquarters in 1978 as a physical scientist in the Directorate of Programs, Production and Operations; he returned to AC two years later as chief of SD. In 1985, he became chief of the Programs Integration Division of PP.

Returning to the Washington area in 1987, Brown was named chief of the Data Services Department here. That same year he became deputy director of PP here, and in 1992 returned to AC as the technical director before being named deputy director/deputy director for Production.



Brown



Smith

Training selections announced

The Long-Term Full-Time Training Advisory Committee has selected 12 HTC employees for the academic school year 1994-95. The committee also approved the

selection of six HTC employees for the LTFTT Precandidate Program. All selections have been approved by the DMA director.

The advisory committee consists of the chief scientist, the

deputy directors of Human Resources, Operations, and Technology and Information, plus the Hydrographic/Topographic, Aerospace, Reston and Systems center directors. From among 133 candidates throughout the agency, 31 employees were selected for the LTFTT program and 10 for the precandidate program.

The Precandidate Program was developed to allow an additional year to prepare applicants who have demonstrated a potential to succeed. Precandidates will receive priority use of Tuition Assistance Program funds for the prerequisite courses. These candidates will be considered for LTFTT next fall, pending completion of specified course work, DMA requirements and funding.

The six HTC employees selected for the Precandidate Program are SD's Joseph Ryan, David Stupke and Robert White; MC's Stephen Haynes and George Thomas and LU's Robert O'Connor.

HTC Employees Selected For Long-Term Full-Time Training Academic Year 1994-1995

Employee	School	Program
From the Scientific Data Department		
Anita Bell	Bowie State College	Information Processing
James Luzius	Purdue University	Photogrammetry
Thomas Carson	Purdue University	Photogrammetry (PhD)
From the Digital Products Department		
David Mactavish	Bowie State College	Information Processing
Daniel Bird	Purdue University	Photogrammetry
Kenneth Leasher	Ohio State University	GIS/Engineering
Stephen Smith	Ohio State University	GIS/Engineering
Brian Wilcznski	George Washington	Information Sciences (MIS)
From the Mapping and Charting Department		
Edward Laikin	Purdue University	Photogrammetry
Kenneth Boyd	Ohio State University	Computer Assisted Mapping
From the Louisville Office		
Brian Hood	Purdue University	Photogrammetry/GIS
Mark Neff	Ohio State University	Geodesy



Army Lt. Col. Jack L. McDonald, chief, Facilities Engineering Office, and HTC Director William N. Hogan snip the ribbon, officially opening the Fremont Building's entrance and lobby for employee use. Exterior repairs of Fremont, which are still ongoing, included the construction of a new entrance and lobby area. Hogan said the repairs and addition are just one more aspect of how HTC is improving the employee working environment.

DMA launches career management initiatives

by Perry Stedman

Initiatives to significantly improve DMA's Career Management Program are being implemented due to the work of an Agency Process Improvement Team and Human Resources specialists.

The need for improvements to career management was brought to the forefront by the 1989 Work Force Survey and concerned senior managers. The initiatives address specific agency requirements and provide employees with additional information, resources and opportunities to effectively take charge of their careers. By proactively managing their career development, employees will be better prepared for future changes and opportunities.

Initiative 1: Candidate Development Program

The Candidate Development Program, endorsed by the DMA director, ensures that there is a pool of motivated, highly-qualified leaders for key positions in DMA mission and staff organizations. Mapping, charting and geodesy employees of the GS/GM-14 or 15 level or those who meet Office of Personnel Management qualifications for an MC&G occupational series will be competitively selected to participate in planned training and developmental activities. Eligible employees must meet basic OPM qualifications for at least one of the following series:

- Geographer—150 (GS/GM-15 employees only)
- Computer Specialist — 334
- Physical Scientist — 1301
- Cartographer — 1370
- Geodesist — 1372 (GS/GM-14 employees only)
- Computer Scientist — 1550 (GS/GM-15 employees only)

Program participants are matched with a mentor who serves as a positive role model, leader, supporter and adviser. The mentoring relationship helps enhance the personal and professional development of program participants. Program graduates will become a primary source for filling future GS/GM-15 and Senior Executive Service vacancies.

Initiative 2: Career Advisers

DMA now has three full-time career advisers to serve the Washington area. The Aerospace Center is in the process of selecting two career advisers for the St. Louis area. This initiative was approved by DMA senior staff.

Career advisers will help employees take charge of their careers by recognizing and dealing with career development barriers and establishing realistic action plans. Through various assessment techniques, advisers can help employees identify their job interests and develop a personal career planning process. Advisers will also provide organizational and occupational information critical for effectively planning and managing an employee's career and serve as a referral agent to other sources of information or assistance.

They will work closely with component/office managers and employees and HR personnel to help identify occupations or target groups requiring tailored career development activities. The advisers will also assist HR in implementing other agency-wide career management initiatives and coordinating their services with those offered by the training centers.

Tom Baker is the adviser for MC&G employees at HTC, Systems Center and Headquarters. Elizabeth Mosher is the adviser for all Washington area mission-support employees. They are located in room 272 of Erskine Hall and can be reached on (301) 227-5016. The adviser for Reston Center MC&G employees is Martha Thompson who is located at RC and can be reached on (703) 264-2138.

Initiative 3: Career Resource Center

At the Washington Training Center's Career Resource Center, employees can find a wealth of information, tools and services to help them make informed decisions concerning their career

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As PMRS is dropped, STARS emerges

The Consolidated PMRS, a process for filling vacancies for physical scientists and cartographers at the 13 through 15 level, has been improved and renamed — Scientific/Technical Applicant and Referral System, or shortened to STARS.

After DMA Human Resources examined the Consolidated PMRS referral system and in light of the elimination of the Performance Management and Recognition System, more commonly known as PMRS, the change was made. In accordance with the PMRS Termination Act of 1993, PMRS was eliminated and federal employees under that system (GM-13 through GM-15) were transitioned to the Performance Management System and General Schedule pay plan Nov. 1.

STARS is a continuation, with minor changes, of the method used to retrieve applicants' names to fill DMA physical scientist and cartographer positions previously filled by Consolidated PMRS.

STARS was developed within DMA as a local means of pooling referrals with an area of consideration DoD wide. An open continuous register, employees may apply or update their application package at any time. The pool of names under the old system was discontinued as of Dec. 1, according to Jackie Rhodes, HTC on-site HR representative. Employees pooled under the Consolidated PMRS must reapply under STARS.

"It's in the employee's best interest to reapply as soon as possible," she said. The sooner a package is placed in the STARS referral pool, the better the chances of consideration for current vacancies.

Rhodes notes that there are some differences in the new application package, but doesn't consider them significant. "Hopefully, the STARS application package is easier," she said.

The format is the same, however, some text has been

changed. Applicants should carefully review the entire package prior to completion and submission, she said.

Once registered in STARS, an applicant will remain on the register until selected for a position, until the registrant submits a written request to be removed from the list or until announcements are readvertised, requiring everyone to reapply.

HR officials encourage registrants to update their application packages when changes in performance ratings, office or home location, home or office phone number or any other pertinent information.

For more information about STARS, a questions and answers brochure is available from HR. Additional questions concerning STARS may be referred to Elvie Alexander at (301) 227-1980. Employees assigned to the Louisville Office should contact Pam Ransom at 582-6033.

career initiatives

continued from page 12

development. The center offers organizational and occupational information as well as paper/pencil and computer-based tools for self-assessment. In addition, employee development specialists are available for one-on-one and group counseling and assistance. The center, effective the first week of February, will be relocated to Erskine Hall adjacent to the

cafeteria on the fifth floor. Deanna O'Bryan, center manager, and the Washington Training Center staff work closely with the career advisers to ensure employees have access to high-quality career management services and activities.

The Career Management Program continues to evolve

helping employees anticipate changes and plan for the future, assume responsibility for their career development and prepare for opportunities. These three initiatives are just part of DMA's commitment to a motivated and capable work force. All the employee has to do is take action.

Stedman is an employee development specialist for HR's Work Force Development/Career Management Division.

Mapping and Charting employee honored

Orton keeps priorities straight

The Point of Light Subcommittee of the Equal Employment Opportunity Advisory Committee recognizes Brookmont Complex employees who have made significant volunteer contributions to their community, church or civic



Orton

organization through the year. Honorees are selected quarterly by a four-member committee.

The EEOAC has selected Horace Orton as the quarterly Point of Light recipient. The committee honored the Mapping and Charting Department employee for his outstanding volunteer service record.

Orton has been an active volunteer and member of the Pennsylvania Avenue Baptist Church for "as long as I can remember."

He credits his religious faith with giving him a strong, deep-rooted commitment to his family, job and community, and he is a strong believer in ministering and serving others.

"For me, volunteer service is a matter of keeping priorities straight," he said. "There is no better feeling than seeing that you are having a positive impact on someone else's life."

Orton said he believes it takes personal involvement to see a positive change in society.

For more information about Point of Light, contact Fredericka Shaw at X72023; Mary Seavey at X73230; Theresa Rhodes, X72134 or Theresa Harmon at X72135.



Chief of Staff Bert Beaulieu (far left) briefs 14 Gallaudet University students and two faculty members who recently toured HTC. The group visited the center as part of the activities conducted under the Gallaudet University and Defense Mapping Agency Adopt-A-School Partnership. Through the partnership DMA supports the nation's "America 2000" strategy to improve the national educational goals.

Promotion

Charlene K. Ashton
Mike Barnes
Pamela Battle
Frank P. Chamberlain
Ralph Cook
Robert J. Davis
Amy L. Erlick
William A. Fairfax
Richard K. Hanes
Carrie J. Harrison
Stephen M. Haynes
Christopher G. Janus
Johnny R. Jennings
Evelyn M. Johnson
Kurt J. Krouss
Michelle Lewis
John E. Martin
Cheryl L. Matczak
James J. McConnell
Debra L. Moose
Susan J. Phillips
Jimmie L. Savage
Lori Ann Smith
Mark W. Spivey
Kevin Stream
Dawn M. Teagle
Jerry L. Tuttle
Hollis N. Ware
Kenneth E. Washington
Kathleen A. Wojcik

Special Act

Robin L. Abel
Randall J. Anders
Virginia L. Armacost
Jil Anne Bailey
Lois J. Beauchamp
Toya A. Beckett
Dale H. Bemis
Debra R. Bitango
Mark H. Borgoyne
Judith N. Bowles
Scott W. Buschbacher
Frank P. Chamberlain
Karen G. Compher
Susan E. Crone
George T. Crown

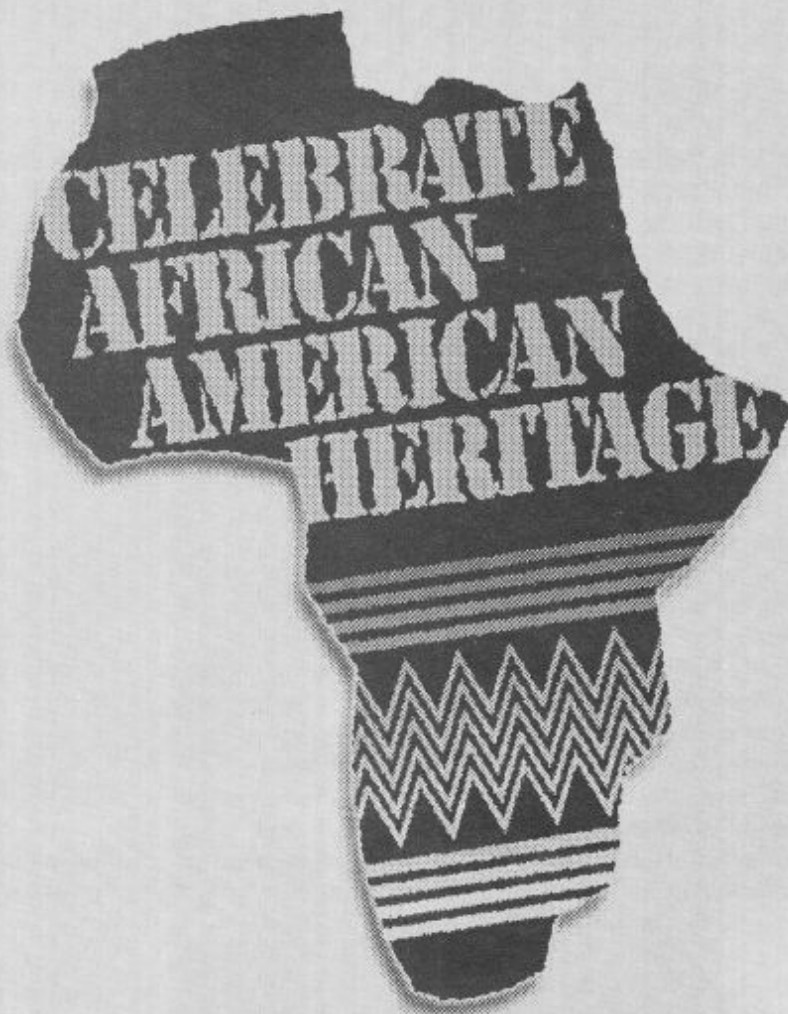
John P. Debellas
Alejandro D. Deleon
Kim J. Diffendal
Richard J. Dilley
Willis A. Dollison Jr.
Lois Y. Epps
Paul C. Eschbach
Douglas J. Eyes
John T. Fahey
Kristin A. Fishburn
Linda R. Fluke
Matthew J. Foley
Beverly A. Fry
William B. Geiser
Jeanne A. Gillis
Mark D. Gregory
Carla A. Greene
Mark W. Griffin
Lois E. Grotewold
Lynn L. Hall
Richard K. Hanes
Stephen Hannaher
Gerald E. Harris
Tammie D. Harrison
Barnie G. Hatem
Kevin F. Hayes
Christian P. Herich
Steven D. Hickey
Bruce R. Hollenbaugh
May M. Hourani
George E. Hynson
Jodi L. Imbusch
Francis P. Jankowski Jr.
David W. Kerr
Carolyn H. Kitrinis
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Karl E. Madden

John E. Martin
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Neil F. Mason
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Michael P. Messer
Linda K. Miller
John K. Minnick Jr.
John J. Mitchell
Dennis J. Motsko
Richard M. Noll
Robert L. Owens
Nelson E. Patoff
Donald Patro
Gyula I. Pauer
Robert E. Phebus
James R. Pierce Jr.
Tina J. Pinkard
Robert E. Polner
Matthew J. Poole
Nina L. Powers
Chris G. PrestoGeorge
Steven B. Ralph
Joseph S. Raymond
John W. Reef
Robert D. Ressler
Dorothea D. Robey
Spencer M. Roylance
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Leila R. Wilhite
Jill M. Williams
Sharon G. Williams
Ann Marie Willis
Ernie J. Wingfield
Francis W. Womack Jr.
Robert N. Yanez

Suggestion

John Bik
Carl A. Clauson
Howard J. Cohen
Mark Curto
Samuel K. Jones
Dawn J. Pyle
Harold F. Schriber
James A. Shaffer
Nicki C. Stamper
Karen S. Talbert
Fred W. Wolke



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